

Negotiation Update

Despite the stated objective from both parties of reaching substantial agreement on all issues prior to our AGM, talks have all but stalled as the CBE steadfastly refuses to table a financial offer or response to our monetary package. The rationale we've heard is that dealing with money matters before all "non-monetary" issues are completely signed off risks the latter falling off the table and not being dealt with.

From a broad perspective we've agreed and have spent a great deal of time resolving the non-monetary issues. One partial exception involves Article 11 (Hours of Work) where both parties have some significant interests. Some (the non-monetary) have been tentatively agreed to. One of CBE's interests that hasn't been resolved involves proposed changes to what would be considered "standard hours" (no extra pay), how and when a premium would be applied for hours outside of those and what that premium is. In our view this is clearly monetary and needs to be considered along with all other money issues.

Obviously there can be no conclusion to these negotiations until the CBE is willing to talk money and at this time we have no clear idea how long they intend to forestall doing so. **We'll give a more thorough report to and discuss our options with you at the AGM next week. Please attend if at all possible!**