

To The Members of Local Y025,

I have received your request to remove Erna Post as negotiator for your next round of bargaining. As per Reg 15, such removal would require the consent of the AEC. The rationale provided doesn't speak to any issue that relates to process and is not reflective of the entire local. The PSAC has limited resources for negotiations and simply removing a negotiator without just cause can be problematic. Erna has achieved many good collective agreements for the larger locals here and in BC. More importantly, because she has been the negotiator for the past few collective agreements, she knows the history behind them and that cannot be had with a new negotiator.

Unfortunately, because we have limited resources, our negotiators are stretched and do spend a lot of time on the road. As I'm sure you can appreciate, sometimes one's bedside manner isn't always the best when you're overworked, don't eat and sleep as well as you would at home. However, Erna is one of the best negotiators we have. Her work is always driven by the membership and the bargaining teams who determine priorities. That a demand was not achieved during any round of bargaining doesn't mean it is lost indefinitely. The next round is upon you and any issue not previously addressed should be given higher priority during the bargaining conference.

In short, over the years, Erna has done great work, has history with the employer and has always followed the process. With that said, I cannot at this time support your request to remove Erna Post as your negotiator.

In Solidarity,

Jack Bourassa

REVP North