



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Local 1928



JAMES SPONAGLE, BUSINESS MANAGER / FINANCIAL SECRETARY

14 McQuade Lake Crescent, Suite 204, Halifax, NS B3S 1B6

Phone: (902) 450-5366 — Fax: (902) 450-5080



May 31, 2019

Dear Brothers and Sisters:

RE: ***Nova Scotia Power Final Offer***

On May 30, 2019 after 14 days of Collective Bargaining between Nova Scotia Power and IBEW, Local 1928 the employer presented the attached Final Offer.

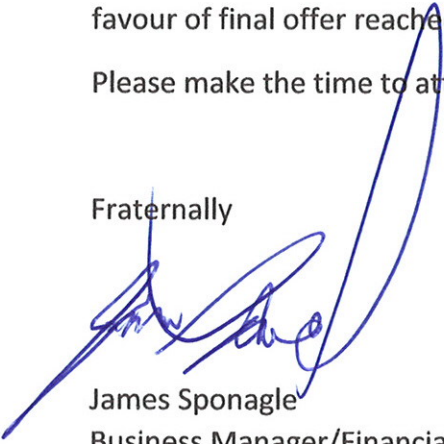
Your negotiating team recommends that Local 1928 members who are employed with Nova Scotia Power reject this final offer. During negotiations the Employer and the Union brought up many issues, however there were three key proposals that were a concern to the Union they are as follows: Hours of Work, Wages, and Overtime.

After several meetings on the key issues the Union and the Company were unable to reach an agreement so at this time both parties felt that a 3rd party would be required in order to advance the process forward. Conciliation has been requested from both sides and we are just awaiting a reply.

In the upcoming weeks IBEW, Local 1928 will hold special meetings to discuss the Final Offer and we will also conduct a secret ballot vote. The questions on the ballot will read "Are you in favour of final offer reached on May 30, 2019" or "Are you in favour of strike."

Please make the time to attend the meeting and cast your vote "It is your right."

Fraternally

A large, stylized blue ink signature of James Sponagle, written over the word "Fraternally" and extending down towards the name.
James Sponagle
Business Manager/Financial Secretary
IBEW, Local 1928
Office: (902) 450-5366

FINAL OFFER MEETING SCHEDULE

IBEW, Local 1928

AREA MEETING	DATE	TIME	LOCATION
Unit # 1 Lingan-Sydney-Pt. Aconi	Monday June 10, 2019	7:00 p.m.	Membertou, Sydney
Units #2 Port Hawkesbury	Tuesday June 11, 2019	4:00 p.m.	Maritime Inn
Units #3 Trenton	Tuesday June 11, 2019	7:00 p.m.	Wellness Centre
Units #4 Truro - Amherst - Sheet Harbour	Wednesday June 12, 2019	7:00 p.m.	Glengarry
Unit # 5 Halifax	Thursday June 13, 2019	7:00 p.m.	Future Inn
Units #6 Wolfville - Bridgetown	Monday June 17, 2019	7:00 p.m.	Fire Hall
Unit # 7 Yarmouth - Digby - Shelburne	Tuesday June 18, 2019	7:30 p.m.	Rodd Grand Inn
Unit # 8 Bridgewater	Wednesday June 19, 2019	7:00 p.m.	Mill Village Fire Hall

**NSPI Final Offer Package
May 30, 2019**

General Wage Increase

2019	2020	2021
1%	1%	1%

and

All items previously agreed to and signed shall form part of the Collective Agreement.

and

IBEW agrees to all outstanding NSPI proposals as per list below.

<u>NSPI Outstanding Proposals:</u>	<u>Revised</u>
5 - Rights of Management	May 29, 2:30pm
6.4 - Regular PT Employees	
6.5 - Defined HQ	
6.8 - Term Employees	May 28, 11:00 am
6.10 - Multi-Trades	May 28, 11:00 am
7.22(1) - Training Courses Expenses	
10 - Hours of Work	May 30, 1:30pm
12 - Overtime	May 29, 2:30pm
22 - Wage Increases	May 28, 4:30pm
LOA8 - Spare Shift PLT	May 22, 5:00 pm
LOA9 - Maint. Person Cert. Shift	May 29, 2:30pm
LOA10 - Hours of Work- Power Production	
LOA 11 - Hours of Work Power Engineers	
Sec B Article 1 - General	May 29, 2:30pm
Labour Pool Guidelines - Article 4.6 & 4.7	

and

IBEW withdraws all outstanding proposals as per list below.

IBEW Outstanding Proposals:	Revised
LP8 – Modification in Vacation Entitlement	April 11, 2:50 pm
LP9 - Short Notice Vacation Approval	
LP16 - LOA	
FP2 - Janitors	May 22, 10:30 am
FP3 – Shift Change Compensation	
FP5 - Modification to Standby	May 1, 4:30 pm
FP8 - Elimination of Utility 3 and Redistribution of Utility job tasks	May 22, 10:30 am
FP9 - General Wage Increase- Planning Cor.	
FP10 – Increase Lead Hand rate	
FP11 – Wage Premiums Team Leader – Leading System Operator	
FP12 - Wage Premium Supervisor (Temporary Appointments)	
FP14 - Shift Differential	
FP15 – RRSP Labour Pool	
FP16 - Labour Pool Benefits	
FP18 - General Wage Increase	