



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Local 1928



JAMES SPONAGLE, BUSINESS MANAGER / FINANCIAL SECRETARY

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July 19, 2019

Dear Brothers and Sisters,

Re: Nova Scotia Power - Negotiations Update

As you are all aware, the Union and the Company have met over the past 3 days with a Conciliator appointed by the NS Labour Board. Although our negotiating team has worked diligently towards our goal of reaching a Tentative Agreement, unfortunately, on the evening of July 18th; the Conciliator declared an impasse.

From the onset of Negotiations, the Employer maintained that if the Union were seeking any enhancements to the current Collective Agreement, including wages, it would need to come out of the existing Collective Agreement. The Union's position is and always will be to maintain what we have in our current Collective Agreement, and to gain minor enhancements along with a fair wage increase.

Throughout the process, the Employer was adamant on making changes that would negatively affect Overtime Premiums and Hours of Work. The Union could not agree to these changes as proposed by the Employer.

We would like to thank each and every one of you for your support during this process. If you have any questions or concerns, please feel free to reach out.

Fraternally,

A handwritten signature in blue ink, appearing to read "James Sponagle".

James Sponagle
Business Manager /
Financial Secretary
IBEW Local 1928