



BWGPL Community Update

Dear Community Members,

As many of you are aware, BWG Public Library employees represented by CUPE 905 are now in their second week of strike action. I understand the closure of our Library to in-person services has affected our community, especially during the summer months when many families rely on the Library's activities in their daily schedules.

We value our employees and worked hard at the bargaining table to avoid a strike. Through the course of 29 meetings, we reached consensus on several issues, including the matter of employees who are red circled, outlining those employees would receive an annual bonus equivalent to the pay increases being offered to all employees. The union also withdrew their request for health care benefits for part time employees a few minutes before the strike deadline.

The outstanding issue at the strike deadline was, and remains to be, wages.

We want our employees to be compensated fairly. That is why over the next four years we offered an 11 per cent wage increase as follows:

- 3% retroactive to Jan 1, 2023;
- 3% effective Jan 1, 2024;
- 2.5% effective Jan 1, 2025; and
- 2.5% effective Jan 1, 2026

CUPE 905 has rejected the offer of 11 per cent over four years and, in the final days of bargaining, introduced a new proposal of \$1.35/hour increase each year for the life of the contract, which is unsustainable for the Library as it exceeds the Library's budgetary constraints.

Collective bargaining focuses on across the board percentage increases because this approach is fair to all employees. An across-the-board dollar increase in the hourly rate results in disproportionate increases to some hourly rates and less of an increase to others. It fails to account for the differences in hourly rates and it exacerbates existing pay gaps between jobs and ultimately results in increased wage and consultant costs to address these disparities. We cannot agree to a proposal that results in these outcomes.

A percentage increase promotes fairness because it maintains equity among employees because everyone receives the same proportional raise, and it allows the Library to fairly distribute its limited resources.

We know the value the BWG Public Library brings to the community and the many needed services residents depend on the Library to provide. We're ready at any time to get back to the bargaining table and reopen our doors to in-person services again.

The latest information on the strike, as well as some Q&As, can be found on our [labour relations page](#).

Sincerely,

A handwritten signature in black ink, appearing to be a stylized name, positioned below the word "Sincerely,".

