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## **COPE 491 – COMMUNIQUE**

### **- Tentative Agreement -**

(Monday October 26, 2015)

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Dear Sisters and Brothers:

Attached, please find the COPE 491 Memorandum of Agreement for review in preparation for our upcoming Ratification Vote.

This round of negotiations was a long, difficult battle with the Employer, however with that said, we feel that the Memorandum of Agreement achieved is beneficial to our members as it contains some positive, solid gains in language and benefits with no concessions!

Your COPE 491 Bargaining Committee is recommending acceptance of this package with the support of your National Executive, who vetted this tentative Settlement during last nights' conference call.

A summary of the attached Memorandum of Agreement is:

- Turned back the Employers aggressive attempts to undermine our pension plan, therefore removing the JSPP off the table
- A wage increase of 1.5% for each year of the two (2) year agreement, expiring December 31, 2015
- Improved benefits (Dental, Hearing Aids, Vision)
- New harassment language
- A sixth (6) Bargaining Committee member which is our current number of members according to our COPE 491 Bylaws.
- An extra COPE member on the Joint Employment Equity Committee

**As per our COPE 491 Bylaws, three (3) different conference call times have been set up for discussion and to answer any questions you may have regarding this Memorandum of Agreement. Please arrange to be on one of the calls suitable to your schedule:**

**Tuesday October 27, 2015 - 8:00 pm EST**

**Wednesday October 28, 2015 - NOON (EST) and 7:00 pm (EST)**

**Call in number: 1-866-296-5646 / Passcode: 615753#**

**Our ratification vote begins Friday October 30, 2015 and will be active for seven (7) days.**

Please take a moment to review this Memorandum of Agreement, participate in one of the conference calls and **VOTE! VOTE! VOTE!**

Thank you for your continued support!

In solidarity,  
COPE 491 Bargaining Committee