



December 23, 2021

Charlene Polege, Chief Human Resources Officer

**Re: Near Virtual Notification  
Proposed Virtual Positions**

---

The Association has reviewed your letter to some members of the Association with respect to a change in terms and conditions of employment.

This letter is our formal response to your communication with our members.

The Association does not accept this unilateral attempt to alter the terms and conditions of employment of our members as contained in the terms and conditions of Agreement between the parties.

The Association is the sole and exclusive bargaining agent on behalf of these members, and you cannot enter into individual bargaining or arrangements directly with our members on this issue. Any such proposed agreement is null and void and is contrary to law.

The Association reserves any and all rights to challenge your proposed actions.

If you wish to implement changes to the terms and conditions of employment of our members then you must bargain any proposed changes with the Association.

Guide yourself accordingly.

Yours truly,

Dave Powell  
President