



January 24, 2011

All Local 3324 Members

Dear Members,

I hope that all of you had a great holiday's.

Your negotiating team has met with Island E.M.S a total of nine times addressing your concerns and demands. As bargaining is a process, it sometimes occurs that during the process the two sides reach an impasse and are not able to reach a tentative agreement to bring back to you, the members. We have reached such a point with IEMS in this round of collective bargaining.

Therefore, the negotiating team has decided to move the process on to the next stage which is the legislated process of conciliation. Conciliation is not optional and is a necessary step under the *Labour Act* before the parties can seek Interest Arbitration. Brother McKinnon is filing the application with the Minister responsible for Labour this week.

We are hopeful that conciliation will, at least, help to shorten the list of issues remaining unresolved between us if not result in a final tentative agreement altogether.

Your Negotiating Committee agrees that this was the only sensible course of action to take based on the position(s) taken at the table by the Employer.

Finally, I would like to congratulate my counterparts on the negotiating team for their professionalism and commitment to reach the best deal possible for the membership as a whole.

In Solidarity,

A handwritten signature in blue ink, appearing to read "Jason Woodbury", is written over a light green rectangular background.

Jason Woodbury  
President, Local 3324