



Response to DCC Rai's Email of May 11, 2018

On March 1, 2018 the Union provided the Employer with a package of proposals. The Employer did not provide a response and advised that more time was needed for review.

On April 25, 2018, almost *two months* after receiving the Union's proposals, the Employer came to the Labour Relations Board for a pre-arranged meeting with *no* response. It was only after the Union's insistence that the Employer provided a response much later in the day.

There was not a "full day of discussions" between the Union and the Employer on April 25th. One short meeting involving the Mediator, President Hennessey, Karlene Bateman, Ryan Copeland (Legal Counsel and lead spokesperson for the Employer) and Kevin Jeske (COV) took place mid-morning. There was no extensive dialogue between the parties on the proposals during this meeting or at any other time during the day.

At approximately 3:05 p.m. the Employer provided the Union with their proposal document ("Vancouver Police Department Proposal") and a response to the Union's proposals. The Employer was aware of the Union's position regarding their proposals. *At no time* did the Employer provide the Union with an offer to bring to the membership to vote. Even when pressed, the Employer would not give the Union a solid position.

Instead of putting their energies this week into messaging that has intimidated and caused confusion amongst the membership, the Employer could have spent this time working with the Union to reach an agreement.

DCC Rai has not been at the table at any time during the course of bargaining.

Faternally,

Your Bargaining Committee

05-11-2018