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## Media Release

May 16, 2016 – For Immediate Release

### **Tentative Collective Bargaining Agreement Reached for Horizon and CUPE**

**Humboldt, SK** – Following several months of negotiations, Horizon School Division No. 205 and the Canadian Union of Public Employees (CUPE) Local No. 4799 have reached a tentative collective bargaining agreement to be put forward for ratification by staff who are members of Local No. 4799 and the Horizon Board of Education.

The negotiating team utilized a process known as “Interest-Based Bargaining” (IBB) throughout their meetings. Facilitators were brought in from Labour Relations and Mediation at the Ministry of Justice to assist with the first three meetings. The IBB process is collaborative and integrative in nature and begins with the parties meeting to build relationships and spend time educating each other about their interests and needs. The parties then jointly problem solve and look for ways to accommodate the greatest number of interests for everyone on each topic. The goal of this process is a win/win outcome and has proven to be very positive for both parties.

“I am very pleased with how smooth this negotiation process has been,” said Kevin C. Garinger, Director of Education for Horizon School Division. “I believe the agreement is positive for our staff and Board of Education and speaks directly to the commitment of both parties to enhance and ultimately strengthen relationships. I would like to congratulate all those involved in our negotiations on a job well done.”

“This was a very positive round of bargaining, which should prove beneficial for our members and employer,” said Marie Moore, CUPE Local No. 4799 President/Secretary at Bruno School. “This was a great stepping stone to build on our relationship with Horizon’s administration and Board.”

The previous agreement expired on August 31, 2015 and this session of negotiations began on December 7. The negotiating team has met a total of twelve times as of May, 2016. The ratification vote for union members will take place on June 6. The Horizon Board of Education will hold their vote on June 8, during their regular monthly meeting.

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