



Greetings Sisters and Brothers of CULE Unit II Membership!

I am happy to accept the nomination to be your bargaining team member for the upcoming renewal of our Collective Agreement that expires on April 30, 2019. I want to thank my nominator Jacqueline Maurice, and seconder Brenda Shaimaiyuk, and the two Sisters – Kellie & Nancy who have also expressed interest in this opportunity.

With Founder's Day upon us, I have gained much experience over the past 15 years of service working primarily as Secretary and as Administrative Assistant on term, in the Winnipeg Regional Office of the Prairies region. I have always been an active CULE-UCES member in my region, on various committees and on the previous Executive. I have been honoured to serve on behalf of CULE-UCES Unit II membership in the following capacities:

- ✓ **Joint Employment Equity Committee**
- ✓ **CULE-UCES Bargaining team** – reject employer proposed concessions & improved language regarding some of the tough proposal items such as:
 - Career Enhancement Position MOA #16, Purpose of the CEP & Stress Days, article 21.15 – increase to 4 days
 - Compensation for Travel, article 18 – maintain Arbitration Award interpretation on application of overtime clauses 18.02-18.03 & Temporary Assignments, article 15.21 a) – maintain first consideration of CULE members
- ✓ **CULE-UCES Executive as Unit II Vice-President** – 2016-2018 term
- ✓ **CULE-UCES 2018 Convention Constitution Review Committee**

I have chosen to remain active within CULE-UCES for the primary reason of being the change that I want to see for my union. One built on inclusion, transparency, accountability and regular up to date communications with the membership! I believe that it is important for more rank and file members to get involved with CULE-UCES's various committees and diversify the voices of our elected Executive. I have always been and will continue to be a proud and loud voice for all Secretaries and Administrative Assistants across the Regional Offices Branch within CULE-UCES. Our Union has fought hard to make gains in our Collective Agreement and have had to stand firm against employer concessions to provisions in our contract. You can count on me to deliver on the bargaining demands made by Unit II members and the CULE-UCES membership at large. Through a united front – gains can be achieved for all!

I encourage all Unit II members to consider individual and/or joint bargaining demands to improve our language on articles of importance to you. If there are examples of situations that would improve your working conditions and benefits – then please take the time to submit those as bargaining demands. Don't forget that you can also make demands for better provisions in our PSAC Group Benefits Plan.



Canadian Union of Labour Employees
Union Canadienne des Employés de Syndicats

I humbly ask for your support to be our bargaining Unit II member on the CULE-UCES bargaining team. I have the bargaining experience with CULE-UCES to make a positive difference for an even better Collective Agreement. I pledge to abide by the CULE-UCES Constitution and Regulations and to the Unit II membership. Please contact me about any questions or concerns that you may have about my nomination, and if I can assist in drafting any bargaining demands. I wish good luck to both Kellie and Nancy in their bids as well.

In Solidarity,

Monika Duggal

CULE II Member since 2003

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