

TAMMY MOORE
President
Présidente



CHARLOTTE PAPE
Secretary Treasurer
Secrétaire-trésorière

Jul 12, 2026

Dear Members,

We want to acknowledge the concerns that have been raised regarding the deduction of union dues from the recently negotiated lump-sum payment. We appreciate members bringing their questions forward and want to assure you that they are being taken seriously.

It is correct that lump-sum bonus payments are not typically subject to union dues. However, following ratification, the communication that the Local received was that this lump-sum payment was specifically negotiated to be pensionable and included as part of members' pensionable earnings, it would be treated as regular earnings for payroll purposes and, as a result, be subject to the normal payroll deductions, including union dues. This approach was also applied to similar pensionable lump-sum payments negotiated in the 2015 and 2020 collective agreements.

That said, we recognize the questions that have been raised and believe it is important that we do our due diligence to verify the details. We are currently reviewing the negotiated language in the Collective Bargaining Agreement, along with the applicable provisions of the pension plan, in consultation with our legal department.

Our responsibility is to ensure that the information we provide to members is accurate, complete, and based on the agreed-upon language. We appreciate your patience while this review is underway and will provide an update as soon as it is complete.

In solidarity,

A handwritten signature in black ink, appearing to be 'CP', followed by a comma.

Charlotte Pape
Secretary Treasurer Local 2002