



## **Bargaining Reaches Impasse Long Term Care – Bargaining Update February 17, 2026**

As many of you are already aware, bargaining between the long term care lead table and the employer reached an impasse on February 11<sup>th</sup> following conciliation during which the employer offered us the same deal for the **fourth time**. We see this as not only disrespectful but as a complete disregard for the bargaining process. The employer isn't bargaining, they're trying to force us to take a deal they decided on months ago without taking the opinions of us, the workers, into consideration.

As we mentioned on the town hall calls last week, the employer is going to begin presenting their subpar deal at the local level in the hopes that one local backs down and takes the bad deal. **We cannot let this happen**. It's time we stand together and fight for a better deal, not just for our fellow CUPE long term care workers, but for all long term care workers. Nova Scotia is the lowest paid in Atlantic Canada, if we don't step up and fight now, we're telling both our employers and the government that we're okay with that.

So, what does this mean? It means **we prepare to strike**. Though no one wants to go on strike, we have to prepare for the possibility. We have a final conciliation date, called a Day 13 meeting, scheduled for March 24<sup>th</sup>. If that doesn't result in a deal, all locals with (1) completed local bargaining, (2) completed ESAs, and (3) completed conciliation will be in legal strike position after 48 hours.

We are asking that all locals ensure these steps are completed, and work with their local servicing representative to hold strike schools and form strike committees so that the members are prepared in the event of a strike.

In the meantime, we are planning to attend the first sitting of the legislature and ask that all presidents of locals with strike votes attend alongside us. Other members are encouraged to join and wear black in a show of support. More information will follow in a separate update.

CUPE represents over 5,000 long term care workers across the province. The government's been ignoring us for months—it's time we show them we're not going to take that anymore.

If you have any questions, please email us at [cupensitcc@gmail.com](mailto:cupensitcc@gmail.com).  
:so/cope491