

May 20, 2022

BC Labour Relations Board
Suite 600, 1066 West Hastings St.
Vancouver, BC V6E 3X1

Attention: Registrar (*via email: registrar@lrb.bc.ca*)

Dear Registrar:

RE: Nimbus School of Recording Arts Ltd. dba Nimbus School of Recording & Media -and- Canadian Office and Professional Employees Union, Local 378 (Application received May 5, 2022, pursuant to Sections 6, 11, and 45 of the Code - Case No. 2022-000633)

We write today in our final response to confirm we aren't agreeing on an extension to the Employer's response timeline. We appreciate the Board's consideration of our complaint and requested resolution.

In response to the Employer's letter submitted on May 20th 2022 (which is the first the Union has heard from the Employer representative since April 8th, 2022 and a full week late from the mandated response for employer submissions as communicated on May 6th 2022), we ask that the Board consider issuing an order to the Employer to bargain on their proposed dates, which are :

"June 15th is open, so either 4hours in the morning (8:30-12:30), or afternoon (12:30-4:30).

June 17th - same times

June 22nd - same times

June 24th - same times"

We have already filed and withdrawn from one Section 6 complaint based on commitments from the Employer on bargaining dates, which the Employer failed to show up for, before refusing to respond to all of our emails, calls and text messages as outlined in our original complaint. We feel it's a reasonable request to have the dates ordered to ensure we don't encounter a repeat scenario.

For a full month, we were unable to update our members on the status of bargaining. This is an unfair burden for us to shoulder when we are a year out from certification without completing bargaining on our first collective agreement due to the Employer's delays. And although labour relations in the province is primarily based on the principle of voluntarism and mediation, we withdrew from a complaint for this exact behaviour in good faith in April and we are facing the same unfair burden, again, due to the Employer's action (or lack thereof).

A "mea culpa" letter after the fact doesn't cut it, though it is appreciated. The Employer was fully aware of the damage it's actions were causing to the Union's reputation and to the faith our members have in the foundations of collective organizing and bargaining in our province. It is our opinion that it is vital that the Board intervene and ensure that the rights of the Union and its members are enforced and adequate remedies provided.

The Union would benefit immensely from the guarantee of board ordered dates and a cease and desist of this continuing behaviour.

If you have any questions, please do not hesitate to contact me.

Yours truly,

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke extending to the right.

Nathan Beausoleil
Union Representative

cc. Kevin Woolliams, HRWest