



February 4, 2026

Attention: USW Members

Hello Everyone,

Re: Pacific Energy Negotiations

Thank you all for your continued patience and support as we work through the process of securing your first Collective Agreement. We recognize that this is new for many of you, and we truly appreciate the trust you've placed in your Union as we move forward together.

We wanted to share a brief update on bargaining. To date, your Bargaining Committee has met with the company eight times. We are close to completing all of the non-monetary items, and we feel confident that solid progress has been made in these areas on your behalf.

The remaining items to address are monetary. Due to some challenges in securing bargaining dates to resolve these outstanding issues, the Union has filed for Section 55 Mediation with the Labour Board.

This step is intended to help move the process forward in a timely and productive way, so that we can reach an agreement and bring it to the membership as soon as possible.

Your Bargaining Committee has worked hard and represented you with care and determination throughout this process. Ron and Warren have consistently kept your best interests front and centre, with the goal of achieving a strong and fair first Collective Agreement. At this stage, we believe that engaging a Mediator is the best path forward to help finalize a deal and bring this important process to a conclusion.

We will continue to keep you informed as things progress. Thank you again for your patience, solidarity, and support.

In solidarity,

Nolan Paquette
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NP/pb/jm
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(2026-02-04-Pacific Energy Ltr to Members re Mediation)