

January 17th, 2024

Info-Nego #1

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Dear CUUSS-TS Members,

This is a communication to update you on our negotiation process, as well as upcoming mobilization efforts. We are in the process of negotiating a new collective agreement with the employer which will outline our benefits and working conditions for the next few years.

For those of you who are unfamiliar with the negotiation process, there are two parts to the process. During the first part, we discuss non-monetary demands, such as “house cleaning” demands to update legal definitions within the collective agreement and demands to improve procedures and labour relations. In the second part of the negotiations, we discuss all monetary issues, such as salary increases, vacations and benefits, among others.

Since submitting our demands, we have had five negotiation meetings. During these meetings, we discussed our non-monetary demands, mainly our demands to update the collective agreement to match with changes to the law, and the current practice with Unity. We also discussed our demand to improve the procedures surrounding psychological harassment, and to include the notion of incivility into the collective agreement. However, for reasons that remain unclear, the employer refuses to include our proposed changes, most of which have been approved at other tables. Our proposed changes would benefit everybody to better address psychological harassment in the workplace, and that would foster an improved, safe and equitable working climate for all our members.

It seems that the employer’s lack of cooperation at the negotiation table to discuss and find solutions to issues brought forward by the union is not something happening at other negotiation tables. Our negotiation committee wants to discuss and negotiate viable solutions that would improve labour relation practices and our working climate. However, currently, the Employer is dragging their feet and is showing a closed-minded attitude to our reasonable propositions. Just before Christmas, we filed a request to the Ministère du Travail to have a conciliator involved in the negotiation and create movement at the negotiation table. This means that moving forward, a third-party will help to facilitate the negotiation process between the parties. Our first mediated negotiation date is scheduled for the end of January.

As a reminder, some of our main demands are:

1. Salary increases that reflect the cost of living for all members;
2. The integration of casual, timesheet, contract and seasonal employees in the collective agreement, ideally negotiating benefits such as:

- a. Sick leave and paid days off;
- b. Benefits;
- c. A recall list for better security once contracts end.

Mobilization will be a key component of our 2024 negotiation process. The Union is first and foremost active for technicians and run by technicians! Our negotiation committee will need the full support and solidarity of all CUUSS-TS members as we fight for a better collective agreement. Standing in solidarity with CUUSS-TS's negotiation committee, supporting the work of the Union by wearing Union visibility items, and attending all our major activities will help us to get the working conditions we so rightfully deserve for our hard work.

In solidarity,

CUUSS-TS Negotiation Committee