

February 13th, 2024

Info-Nego #2

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Dear CUUSS-TS Members,

Our negotiations committee has now met with the employer eight times - two of which have been mediated by a conciliator - and we are still facing a closed-minded employer at the nego table. We are asking for several important non-monetary demands, such as improving the procedure for addressing harassment in the workplace. Other unions have asked for similar changes and settled these issues quickly and without difficulty in negotiations with their respective representatives from the employer, and yet this issue has not yet been settled at our table. At this point, we can only ask ourselves who is slowing down discussions at the negotiating table; is this strategy on the other side a mandate from the university, or the approach of the individual with whom we are negotiating?

Currently, reporting harassment by the structure outlined in the previous collective agreement can be challenging. It is important for us to settle this issue to create safer workplaces for all our members, and we are not backing down.

As for the integration of new members into the union, the employer has made their position clear; they don't want to improve their working conditions whatsoever. While the employer benefits from our labour and the precarious status of many of our members, they refuse to acknowledge the value of the indispensable contributions we make to the Concordia community. New members deserve improved working conditions, starting with a pay raise to reflect the ever-rising cost of living. The employer's position is unacceptable, and we are resolved to ensure the recognition of the hard work of all our members.

This Thursday, February 15th, we are holding a Special General Assembly to discuss further actions and to vote on increasing pressure tactics on the employer. It is important that we demonstrate our strength in numbers and show our commitment to our much-deserved demands at the negotiation table. The more participation we have, the stronger our message becomes - our negotiation committee acts as our representative, our presence and support remain essential as we enter a crucial point of our nego.

We ask you to show up en masse to this week's SGA and show the University that we stand together to improve working conditions for all members.

In solidarity,

CUUSS-TS Negotiation Committee