

April 19th, 2024  
Info-Nego #4

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Dear CUUSS-TS Members,

We had our 14th negotiation session on April 16, 2024. We made significant progress, and we are happy to report that we have resolved all remaining non-monetary issues.

At the most recent negotiation, the University officially presented their monetary offer. The percentage salary increases are the same as those which have been proposed at all the other tables.

6/1/23 - 5/31/24: 4.8% **OR** GSP whichever is greater (we expect GSP for this year to be 6%) 6/1/24 – 5/31/25: 3.2% **OR** GSP whichever is greater (we expect GSP for this year to be less than 3.2%) 6/1/25 – 5/31/26: 3.0% **OR** GSP whichever is greater (we expect GSP for this year to be less than 3%)

We were hopeful, and felt like we were getting close to a reaching deal, until we heard their retroactivity proposal. The University proposes that retroactivity as of June 1st 2023 would only apply to permanent employees. That would mean that temporary, seasonal and casual employees who have been union members since the accreditation before June 1st 2023 would not receive a retroactive salary increase. This means that from all the time the university has spent stalling and moving our negotiations slowly, our members are losing out on wages. Our negotiation committee firmly believes that this proposition from the University is unacceptable, and we responded immediately, telling them that **everyone** must get a retroactive increase. This also sets a dangerous precedent for select members of a bargaining unity being excluded for retroactivity.

We have submitted a counter proposal, and expect a response at our next meeting on April 26, 2024.

Meanwhile, we need everyone to mobilize to let the employer know we want a fair contract, and that it is time for them to come to the table with a serious and equitable retroactivity offer to seal the deal. Expect upcoming communications from your mobilization squad for invitations to actions. Your participation is crucial in showing the employer that we demand fair treatment for all our members.

In solidarity,

CUUSS-TS Negotiation Committee

