

July 2nd, 2024

Info-Nego #6

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Dear CUUSS-TS members,

Unfortunately, your Negotiation Committee will have to provide another brief update on our ongoing efforts to secure a fair and advantageous Collective Agreement for the technicians at Concordia.

This long and often frustrating process continues, and we continue to face obstacles and unreasonable attitudes and behaviour from the employer. After our General Assembly voted to approve the Collective Agreement proposal, the University presented the Committee with a Memorandum of Agreement. This document is supposed to be a summary of what was agreed on at the negotiating table, and is generally what is presented by the employer to the Board of Governors for their approval before signing.

The Memorandum of Agreement we received contained many errors, omissions, and text that we had not agreed to at the table. After more than 100 hours of negotiation, the employer's negotiators were pressuring us to sign it in an unreasonably short timeframe. We really wanted to conclude the process and move on to formal ratification so we could begin working on the next steps of implementation like integration and retro. However, because of the inaccuracies, errors, time pressure and lack of trust, we were not comfortable signing the MOA that we were told was legally binding.

We are currently working with our CSN advisor to correct the Memorandum of Agreement and to finalize the actual text of the Collective Agreement in the hopes that we can sign with the University as soon as possible.

We will keep the membership updated of any developments as they come, and thank you for your patience as we continue to work with difficult representatives of the employer.

In solidarity,

CUUSS-TS Negotiation Committee