

September 28th, 2024

Info-Nego #8

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Dear CUUSS-TS members,

It is with great enthusiasm and relief that the Negotiation Committee can report that we have signed the Memorandum of Agreement with the employer.

We met with the University's representatives on the 10th of September to discuss the errors and omissions in the documents they sent us that prevented us from signing. This meeting was a reflection of the negotiation process itself, with the employer's negotiator demonstrating his unwillingness to deal openly and fairly with our concerns. With the help of our CSN advisor, we reached an agreement on the text of the Memorandum of Agreement.

On the 11th, the employer sent us a revised copy of the Agreement. While this new copy better reflected the modifications we had demanded to bring the document in line with what our Union's membership voted to approve in May, there were still errors made by the university which required many days of back-and-forth between the negotiation committee and the employer. Each draft had to be combed through and returned to the employer noting the remaining issues to be corrected.

Finally, on the 18th of September, we received the secured and official version of the Memorandum of Agreement from the employer. This document was thoroughly reviewed, as we no longer have trust in the employer's representative with whom we have had to work. Finally, the document accurately reflected the changes to the Collective Agreement which were presented to the General Assembly in May, and we signed our approval.

The Memorandum of Agreement will be presented to the upcoming Board of Governors meeting by the employer for its approval at the end of September. The next step in the process is a review of the full text to finalize wording, correct typos and ensure that the French and English versions match. We have asked that the employer set a date for the official signing as soon as possible, at which time the new Collective Agreement will take effect.

In terms of a timeline, the only guidelines we have for the moment is that the employer has a time limit of 90 days from the signing of the Collective Agreement to pay our members their retroactivity. Officially, salary adjustments should take place upon signing of the Collective Agreement, although it is possible that that could happen sooner. We will send out a notification when more information is available.

This has been a difficult process. We are very frustrated with the employer's lead negotiator, and continue to voice our displeasure and demand change from the management of Concordia's Human Resources department. We appreciate the patience of the membership at large, and your trust in the Negotiation Committee to see this process through with the best interests of all our members as our priority.

In solidarity,

CUUSS-TS Negotiation Committee