

Executive summary – Member information meeting, April 15, 2014

The University Town Hall on April 9, 2014 set the tone for more stress and speculation when it was announced that 27 positions were going to face lay offs. We are all shocked and in disbelief to learn that 24 of those positions will directly affect OSSTF members, along with the many more members who will be affected by potential increases in workload and the bumping process. Along with those positions, the Union was also informed that 12 other positions were already cut through the attrition process which brings our total to 36 of the 86 positions that were targeted for the deficit mitigation exercise this year. This equates to 42% of the cuts and our unit clearly does not represent 42% of the University workforce.

These cuts also represent more than a 15% cut in our overall compliment of OSSTF positions on campus. It begs the question, who does the University think will be providing the services they are cutting? It is our belief that these cuts will negatively impact the services to students as well as the supports our members provide to the University community as a whole. Universities work because we do and making the workers feel the pain for decisions not within our control is extremely unfair.

The next few weeks, months and beyond will be very difficult for our entire membership and we must stick together. We must support each other and look to our colleagues for support and assistance as well. The Union has formalized a process with the University to notify affected members starting today and we hope to be able to reach all affected members before the April 30th University imposed deadline.

While April 30th is the deadline for the written notice to be delivered, July 31st is to be the date when the lay-offs would take effect. As part of the process, I will be reaching out to all affected members the day of their scheduled meeting and I will be in attendance at all meetings where members will be notified. Please be reminded that while you may receive a lay off notice over the course of the next two weeks, all members will have the opportunity to exercise their rights under the Collective Agreement Article 34. I know you will have many questions and I will do my best to address them but, please understand that until all members are notified and decisions are made, I will not be able to answer specific questions about how bumping may work.

Your entire Executive is committed to supporting all members during this difficult time and, as always, your Executive can be reached via our contact information posted on our web site at www.d35-brock.osstf.ca. You will also find the most current Seniority List, (February 1, 2014), posted on the home page of the site under Items of Interest. Please feel free to contact me directly at norm.westbury@gmail.com with any questions you may have. We expect to have another update meeting in the near future but, certainly not until after all the notifications have taken place.

Let us not take thought for our separate interests but let us help one another.

In solidarity,

Norm Westbury
President
OSSTF D 35