

## Membership Update - April 23, 2014

The last week has been an extremely difficult one for many of our members as we embarked on the lay off notification process as required under Article 34 of our Collective Agreement. As of today we have been able to notify 22 of the 24 members who are due to receive the lay off notices as a result of their positions being eliminated by the University. I understand that all members are anxious to know exactly what positions have been affected as it may result in other changes but, it is important for all notifications to occur before any next steps are taken. The University will be posting a list of notice of termination where seniority rights apply, as per Ontario Regulation 288/01 Section 5. (2), under the employment Standards Act once the notifications are completed.

Once the notifications are complete I will be meeting with each member individually to discuss the options available to them, answer questions and review the process as outlined in Article 34, Lay off and Recall. I hope to be able to schedule these meetings between April 29<sup>th</sup> and May 1<sup>st</sup>. While these meetings are underway I will be continuing my discussions with the University with respect to “creative” solutions that can reduce the negative impact on individuals in our bargaining unit. While we have already put some ideas to the University, this is a fluid process and, as members make decisions between now and July 31<sup>st</sup>, it will have an impact on the process as a whole.

As promised, we will continue to have information sessions open to all members as we move along in the process as information becomes available and I am able to share it.

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](http://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](mailto:norm.westbury@gmail.com) with any questions you may have.

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

In solidarity,

Norm Westbury  
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