

## Membership Update – August 12, 2014

As of today's date, all but one member who has been directly affected by the processes outlined in Article 34, Lay off and Recall, has either retired, been placed on recall, exercised their bumping rights and/or been placed in a vacancy. For clarity, we have had eight members retire/resign, seven members are currently on recall, three members have exercised bumping rights and six members have been placed in vacancies. Over the course of the next few weeks, and months, the University and the Union will continue to hold back any OSSTF positions that are approved as vacancies in order to determine if any members on recall are qualified and can be placed into the positions.

I want to thank all the members for their patience during these difficult times and all parties have worked very hard to reduce the negative impact of these losses. I understand that dealing with the uncertainty and the necessity for confidentiality during this process has been difficult for many members. I want to assure you that your Union has kept our members at the forefront of all aspects of this process and our goal of maintaining the integrity of the Collective Agreement has guided us at all times. While there may be questions amongst our membership and other University colleagues around the process, I urge you to direct your questions directly to myself for clarification.

Due to the loss of almost 20% of our bargaining unit positions, we will need to remain vigilant with respect to managing our workloads on a go forward basis. I encourage you to document increases as they happen and continue to keep the lines of communication open with your Supervisors regarding workload concerns. It will also be important to watch for situations where the University attempts to bring in additional help in areas that were previously done by OSSTF members. It must be a collective responsibility of the entire membership to demonstrate to the University that now is not the time for anymore cuts to our unit.

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). 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  
President  
OSSTF D 35