

## **Membership Update – October 24, 2014**

Over six months ago our membership was hit extremely hard by University decisions to eliminate dozens of our OSSTF positions. While we continue to work extremely hard to lessen the negative impact of the decisions on our membership, we are still working through the process and I wanted to update you on our status as of today's date. As of today's date, we have one member in the I category who will need to exercise their bumping rights after a return from LTD, we have six members in the F category on recall, and one in the C category on recall. Over the course of the next number of months, the University and the Union will continue to review any OSSTF positions that are approved as vacancies for the members on recall first.

Until such time as we are able to return all of our members off the recall list, this will remain a high priority for our unit. 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. I encourage you to review Article 22.03 of our Collective Agreement and ensure that if changes to your job duties have occurred, you begin the process of getting your job description updated. Please feel free to contact the Union office if you require assistance with this process.

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. These are uncertain times and will be for some time to come, please take the time to read our agreement and do not be afraid to use your rights when required.

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  
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OSSTF D 35