



Tell Brock University to live up to its agreements

March 26, 2012

CUPE 4207 Unit 3, representing *Instructors in English as a Second Language* at Brock University is on strike to get Brock University to live up to the agreements that it makes. On *February 15* the Union and the employer signed a tentative agreement. The Union ratified the agreement on February 28. While the employer held a ratification meeting two weeks later, they refuse to say conclusively whether they ratified the agreement that their representatives signed.

Here is a chronology of events:

February 15: Tentative agreement is reached, which includes the language that **prohibits contracting out**, a clause passed to us by the employer.

February 22: Meeting between the union and Human Resources to finalize all language, and approve the draft (signed tentative) Collective Agreement. The employer once again passes us the language prohibiting contracting out. The chief negotiators for both parties sign the document. Later that day the employer sends an electronic copy of the complete CA, proofread by HR staff, to the union. The exact same language appears in that electronic document.

NOTE THAT THE EMPLOYER PASSED US THE EXACT SAME LANGUAGE ON THREE (3) CONSECUTIVE OCCASIONS.

February 28: the Union votes to ratify the tentative Collective Agreement.

March 12: the Board of Trustees meets to vote on ratification of the tentative agreement. Later that day the Union is notified that the Board had "*ratified subject to a change in the tentative agreement*". **We indicate to the employer that this vote is not allowed under the Ontario Labour Relations Act. The employer must vote "yes" or "no" - there is no right to cast a conditional vote.**

March 12 - March 21: The Union asks repeatedly for clarification of the employer's position. The employer refuses to indicate whether the ratification vote outcome was "yes" or "no".

March 21 - present:

The Union undertook a campaign to get the employer to live up to the document that both parties signed. The employer gave a more clear answer on the outcome of the ratification vote to the press than it has ever given to the Union. They said the disputed language is an "*error*."

LET'S BE CLEAR:

When the employer had passed a proposal to us 3 times, signed the document, and sent us an electronic copy they said they've proofread, how can they credibly claim that this is an *error*?! The message to us is crystal clear – they cannot be trusted with anything they provide to us.

The ESL Instructors must be defended on behalf of all working people! The employer cannot get away with violating the Labour Relations Act and behaving contemptuously towards its employees whose labour generates revenue for the university!

Contact Brock to demand that the university lives up to its agreements:

Darren Harper, Associate VP Human Resources:

dharper@brocku.ca

Jack Lightstone, President Brock University:

Jack.Lightstone@Brocku.ca

Rudi Kroeker, Chair Board of Trustees:

hrk@whiting.ca

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