

Dear member,

As you may be aware, Unit 3 of our local has been in negotiations for months, and may need to take strike action to get results at the bargaining table. Although the union had requested a strike deadline of **March 21st**, the University has pushed for **March 17th**. As a result, **March 17th** will be the date that both sides will be in a strike or lockout position.

The University's present position is that they will not accept any improvements to their Collective Agreement. This includes proposals that wouldn't cost a dime. For Unit 3, the main issues include the following:

- Job Equity - Three tiers of employment, all doing the same work. They should be treated the same.
- Educational Standards - Improvements to working conditions will lead to improvements in education.
- Job security - Unit 3 positions are consistently threatened.

If strike action becomes necessary, Article 9.02 of our Collective Agreement allows for us to choose to not cross a picket line if we perceive it to be hostile. Further, the University has not been forthcoming to students about what to expect in the event of a strike. According to the Faculty Handbook all students - including Graduate Students - have the right to not be penalized if they choose to not cross a picket line. Here is a link to those provisions: [https://brocku.ca/university-secretariat/facultyhandbook/section3#C\\_6](https://brocku.ca/university-secretariat/facultyhandbook/section3#C_6)

There is presently a petition being circulated calling on the University to begin bargaining to reach a settlement. Please sign the petition here: <https://cupe.ca/please-help-brock-universitys-esl-instructors>  
For more information on Unit 3 positions, please visit <http://4207.cupe.ca/>  
Also, visit the Unit 3 Facebook group at <https://www.facebook.com/groups/1586485308260919/>

Although there has been a successful strike mandate vote, and the strike deadline has been set, this does not necessarily mean that a strike will be called. The university needs to know that members of Unit 3 - and all members of CUPE 4207 - are prepared to walk. This will be the only way that the administration will be pulled back to the bargaining table, and the only way that Unit 3 will receive a fair collective agreement.

For more information, please visit the union's website, or e-mail [cupe4207@brocku.ca](mailto:cupe4207@brocku.ca), or call at [905-688-5550](tel:905-688-5550), extension 4766.

In solidarity,

Nathan Cecckin  
Vice-President, Unit 1