



May 7, 2017

Dear Permanent Unit 3 Member,

As you know, the Employer held an information session on April 25 regarding a payroll conversion that is happening at Brock. If you were unable to attend, you would have been forwarded an electronic version of the presentation.

Currently, we are paid monthly with a mid-month advance of half of your monthly salary. This was negotiated during our first agreement. More importantly, we are **paid to date**. That means that on April 28, you were paid for all of the work that you did for the month of April.

The Employer is asking us to subvert the Collective Agreement and move to bi-weekly payments with a **one week lag in pay**. The Employer wishes to hold one week of your pay until you exit (example: retire). Think of the interest that they will make by doing this!

The U3 permanent group will vote on whether to accept a one week lag in pay and a move to bi-weekly pay.

The CUPE 4207 Executive and the Unit 3 Bargaining Committee are recommending that members vote **NO** to accepting a one week lag in pay. Let's send the message to the Employer that we want to be paid on time.

In Solidarity,

The CUPE 4207 Executive and the Unit 3 Bargaining Committee