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35 INTERNATIONAL BLVD., ETOBICOKE, ONTARIO M9W 6H3 - TELEPHONE: (416) 679-8887 - FAX: (416) 679-8882

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March 28, 2012

### **Building Trades Support Brock University Workers Over Unfair Negotiations**

(Toronto, ON) The Provincial Building and Construction Trades Council of Ontario stands with its brothers and sisters who are now in a strike position due to the unfair tactics employed by Brock University in seeking to reach a collective agreement. “It is unacceptable for an employer to reach an agreement with a bargaining unit and then pull a last-minute stunt to sink that agreement,” said Patrick Dillon, Business Manager.

Canadian Union of Public Employees 4207 Unit 3 negotiated an agreement in good faith with its employers on February 15, 2012. It then ratified the agreement with its members on February 28. Then on March 12, to the shock and dismay of the employee bargaining agents, Brock University’s Board of Trustees met to ratify the deal and changed a part of the deal that had already been agreed to by both sides.

On March 25, the two sides met with a mediator, and the employer refused to live up to the negotiated agreement leaving little or no alternative for CUPE workers, but to strike.

“The University offered the workers a contract and now they want to change it after it was ratified. This is no way to conduct productive labour relations in Ontario,” said Dillon, adding that “the Minister of Labour, and the Minister of Training, Colleges and Universities need to step in and demand accountability from Brock University’s Board of Trustees who ought to respect the good faith negotiations in the collective bargaining process.”

On three separate occasions, Brock University included language to the contract that was accepted by both sides. Now, the University wants to make changes to the agreement that are different from what was previously agreed to at the negotiating table. These changes amount to modifications in the contracting out language which will have a significant impact on the overall agreement.

“This is a test case for collective agreements in Ontario. If an employer is allowed to make changes after the ratification process begins, this sends a very negative signal for labour relations in our province,” Dillon said, concluding that “employers cannot pull the rug out from underneath the bargaining agents and expect to get away with it.”

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The Provincial Building and Construction Trades Council of Ontario represents 150,000 trades workers throughout the province.

For more information, please contact  
Business Manager Patrick Dillon:

(416) 347-8245  
[patrick@ontariobuildingtrades.com](mailto:patrick@ontariobuildingtrades.com)