



Local 4207 - Brock University

November 1, 2023

Dear CNI,

The second day of Bargaining was a productive one, but slower moving than Day 1.

Your Bargaining Committee continues to work toward to a path to a Collective Agreement. As this is a first contract, the entire Collective Agreement must be negotiated on an article-by-article basis.

The parties were able to come to an agreement on what Seniority will look like. Some agreements look at Seniority based on the number of hours worked. Your Unit 4 agreement defines Seniority as the first day that you worked as a Clinical Nursing Instructor.

Another important piece to the Seniority article is the Break in Service language. A member retains their Seniority if they can secure one CNI contract every 24 months.

So, a CNI could make the choice to pursue a graduate degree and will know that their Seniority is secure during that time.

Your Bargaining Committee will meet with the Employer on November 20 and 22. We will continue to update you as Bargaining unfolds.

In Solidarity,

Phil Wachel,
CUPE 4207 President