



The Path Forward

December 5, 2024

Welcome everyone!

The Egale Union Bargaining Committee—**Hannah Shein, Marco Piana, Tory Touma**, and alternates **Joy Angelique Agres** and **Kim Seida**—is preparing to represent you as we negotiate a new collective agreement before the current one expires on December 31, 2024.

We are honoured and excited to carry the demands of our 26 union members, spanning research, learning, project management, communications, and development and bringing diverse expertise and a shared commitment to fairness and equity. Supported by **Dennis Quesnel** (local representative) and **Tobi Olaleye** (CUPE National Representative), we look forward to securing an agreement that reflects your rights and priorities.

The employer's bargaining team includes **Robyn Johnston, Jennifer Boyce, and Kim Vance-Mubanga**, with **Bennet Jensen** and **Eric Freeman** as alternates.

Here is some information to help you understand our work so far:

Bargaining Committee Updates

- **October 7, 2024:** The Bargaining Committee was **officially formed**.
- **October 18, 2024:** A notice to bargain was sent by Tobi, our CUPE National Representative.
- **November 25, 2024:** **The first Bargaining Committee** meeting was held, where we collaborated to draft a member survey and discussed training for the bargaining team.



- **November 27, 2024:** The **second Bargaining Committee** meeting was held, where we reviewed the disclosure document and finalized the member survey.
- **November 28, 2024:** The survey was reviewed and finalized by all committee members.
- **December 3, 2024:** The finalized survey was sent to Tobi for the CUPE research team's approval, with the expected date Monday December 9, 2024. The survey will be sent to your personal email by CUPE on **December 9, 2024**, and will remain open until **December 23, 2024**. Your

Purpose of the Member Survey:

The survey will help us understand your priorities and interests as we prepare for bargaining. Your feedback is essential to shaping our negotiation strategy and ensuring it aligns with the collective needs of our membership.

Purpose of the Disclosure Letter:

The disclosure letter, sent to the employer, formally requests critical organizational information, including:

- Financial records
- Employee data
- Operational details
- Grievance and disciplinary records
- Future plans

Resources

To learn more about the collective bargaining process & access further resources:

- [The Collective Bargaining Process](#)
- [CUPE: Collective Bargaining Resources](#)
- [CUPE: Resources on Strike](#)



Stay Connected

Make your voice heard! Mark your calendar for our **General Membership Meeting on Monday December, 9, 2024, 7pm to 8pm EST - [Zoom Link](#)**. (The Zoom link can also be found via Kim Seida's email to members sent on Friday, November 29, 2024).

To stay connected follow **CUPE Local 2998** on [Facebook](#), [X](#), and [Instagram](#), and explore the [By-Laws](#). We also encourage you to follow **CUPE Ontario** ([Facebook](#), [X](#), [Instagram](#)) and **CUPE National** ([Facebook](#), [X](#), [Instagram](#)) on social media to stay informed and engaged.

Final Word from Your Bargaining Committee

We are committed to advocating for your rights and priorities. Your engagement is essential, and we thank you for your trust and support as we work to secure a strong collective agreement.

In solidarity, Local 2998-02 Bargaining Committee
Dennis, Hannah, Joy, Kim, Marco, Tory