



The Path Forward

January 8, 2025

Bargaining Committee Meeting Recap

Dear Members of CUPE Local 2998-2,

Happy New Year! We hope your holidays went well. We're writing to provide you with an update on our ongoing bargaining committee meetings.

Thank You for Your Survey Participation!

First and foremost, thank you to all members who completed our recent survey. Your feedback is invaluable and directly informs the direction of our negotiations. We are excited to share the survey results with you in the coming weeks. Your voices are already shaping the future of our collective agreement!

The Current State of LOU #6 and 4DWW

As you know, on December 28, 2024, the employer decided to extend Letter of Understanding (LOU) #6 of the four-day work week trial. As we continue to explore options for a sustainable and fair four-day workweek (4DWW), one thing has become increasingly clear: the current language in LOU #6 cannot continue in its present form.

Here's why:

- **Canadian Standards:** Across several Canadian universities and social work organizations, **a standard full-time five-day work week is recognized as 35 hours.** Under LOU #6, **our current four-day work week is structured around 34 hours,** merely one hour less than other standard five-day work weeks.
- **Vague Language:** the language in LOU #6 lacks clarity, leaving room for misinterpretations of items regarding personal time, holidays, and other provisions. This created clerical errors and loopholes that complicated the administration and application of the trial.

We Need to Reset

The employer has made it clear that they will not negotiate changes to the 4DWW until the monetary aspects of the contract are discussed. This means that to secure a truly fair and



sustainable 4DWW, we need to be prepared to revert to the original five-day workweek collective agreement by February.

What does this mean for you?

- **15 Paid Holidays + Statutory Holidays:** The return to the original 5DWW collective agreement guarantees 15 paid holidays plus statutory holidays, ensuring stability and predictable time off.
- **10 Personal Days:** Members will continue to have access to 10 personal days under the original agreement.
- **Fairer Negotiations:** By being prepared to step back temporarily, we can strengthen our position and negotiate a robust 4DWW agreement during the monetary phase. This ensures no loopholes or misunderstandings—just a collective agreement that reflects fairness and clarity for all. It also sends a message to the employer that we are not willing to accept a more permanent solution of the 4DWW with unfair conditions.

What's Next?

In the next few days, we will provide further updates on the negotiations and what they mean for day-to-day operations. Our goal is to ensure a seamless shift while positioning ourselves to achieve a stronger, clearer, and more equitable collective agreement.

We believe this process is worth it. Together, we can secure better working conditions and a stronger collective agreement for everyone.

Stay Informed, Stay Engaged

Thank you for your continued support and engagement. We will keep you informed at every step. If you have any questions or concerns, please reach out to your union representative.

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