



FEBRUARY 12TH

NEWS FROM THE NEGOCIATION TEAM

A CONCILIATOR TO KEEP MOVING FORWARD

As you know, we have been negotiating the renewal of our collective agreement since last August. We established early on that flexible work arrangements, work-from-home arrangements and compressed work weeks were part of our priorities, as many CUPEU members work behind a computer and most of them want to work in a hybrid format in the coming years.

Regrettably, the employer has shown very little willingness to discuss the matter. Last week, we received a letter of understanding from Concordia unilaterally proposing the status quo on the subject. This letter is an attempt to cut short the discussion and impose the employer's position.

We have concluded that we will keep going in circles if nothing changes and have filed for conciliation. Conciliation involves bringing someone from the Ministry of Labour to the negotiation table to ease the discussion and to help find a mutually satisfying solution. The conciliator should join us in the coming weeks and we will inform you of any progress in our negotiations.

ABOUT WORK FROM HOME

The decision on the number of days staff is required to be on campus has been made predominantly by vice-presidents, or deans, without consulting managers to determine the needs of their respective teams.

Last year, 86% Quebec respondents said having a flexible work location and work hours had a direct impact on choosing to stay in their job*. Clearly, hybrid work is here to stay, and you can count on your union to keep fighting for it.

Considering the hiring freeze and the labour shortage, it is in no one's interest to let Concordia become a less attractive employer.

* Cisco Global Hybrid Work Study 2022