

KINGSTON AREA OFFICE

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May 22, 2024

Sent via email lisa.walsh@queensu.ca

Lisa Walsh
Director, Employee and Labour Relations
Human Resources Department
Queen's University
Fleming Hall, Stewart-Pollock Wing
78 Fifth Field Company Lane
Kingston, ON K7L 3N6

Dear Lisa,

Re: CUPE Local 229-0 and Queen's University – Notice to Bargain & Disclosure Request

As per Article 31 of the Collective Agreement between Queen's University and the Canadian Union of Public Employees and its Local 229-0, the Union wishes to serve you notice of its intention to bargain revisions to the Collective Agreement.

The Union has elected the following members to its bargaining committee:

- Steve Senechal
- Amelia Laranjeira
- Cory Burns
- Dave Knapton

I will also be present at negotiations. The Union maintains the right to have additional observers and alternates.

Please tell us who will represent the Employer at your earliest convenience. In addition, please contact me to discuss exchange of initial proposals: we have a package of initial proposals ready, and wish to arrange a time to exchange them with the University's initial proposals. Further, please contact me to schedule a date to begin negotiations.

We also wish to bring to your attention a couple of areas in which we believe the Employer has been operating in violation of the Collective Agreement and hereby serve you notice that, should the Collective Agreement be renewed with no revisions to the articles mentioned below, the Union will view continuation of the current practices as violations of the Collective Agreement and pursue grievances to enforce its terms. The two areas of violation are:

MARK HANCOCK

National President/Président national

CANDACE RENNICK

National Secretary-Treasurer/Secrétaire-trésorière nationale

PATRICK GLOUTNEY, FRED HAHN, JUDY HENLEY, SHERRY HILLIER, KAREN RANALLETTA

General Vice-Presidents/Vice-présidences générales

1. Payment for work of higher-rated classifications as per Article 13.01 – It has come to our attention that that Custodians and Caretakers are routinely assigned to do work of Tradespersons such as Electricians, Carpenters, and Locksmiths and are not being compensated at the higher rate paid to Tradespersons who normally do that work.
2. Notices to the Union as per Article 2.05 – The Union is not regularly receiving notices of written warnings, resignations, and possibly other letters to members as described in Article 2.05.

This letter serves as notice to limit any estoppel or waiver that may have been established in the above-mentioned two areas during the term of the Collective Agreement, whether known or unknown to either Party.

Further, in order for the Union to adequately prepare for upcoming bargaining for the renewal collective agreement, please provide the Union with the following information:

1. Any initiatives currently undertaken or to be undertaken which will negatively impact the bargaining unit, including but not limited to any restructuring or technological change that could impact bargaining unit work;
2. The total number of *filled* continuing, continuing term, and term bargaining unit positions as of June 30, 2024;
3. The total number of *vacant* continuing, continuing term, and term bargaining unit positions as of June 30, 2024;
4. The total number of Casual Custodians and Caretakers employed by Queen's University and their wages in each year of the Collective Agreement, i.e. May 1, 2021-April 30, 2022, May 1, 2022-April 30, 2023, and May 1, 2023-April 30, 2024;
5. Job descriptions for each job classification in the bargaining unit;
6. The number of employees hired under wage subsidy programs for newcomers to Canada, and details of the subsidy program(s);
7. A list of all properties owned or leased by Queen's University;
8. A list of the projects and project costs of all painting at Queen's University performed by contractors during the term of the 2021-2024 Collective Agreement;
9. A list of all projects under \$10,000 and their costs for custodial and trades work performed by contractors during the term of the 2021-2024 Collective Agreement;
10. All available employment equity data collected by the Employer for this bargaining unit;
11. An accounting of the expenditures of the Tuition Assistance (Appendix F), Childcare Benefit (Appendix G), and Tuition Support (Appendix H) Plans on CUPE 229-0 members for each year of the 2021-2024 Collective Agreement; and

12. A copy of the full health benefits master plan.

We would appreciate receiving the disclosure requested above **by the end of July 2024**, so that we have time to review it and consider what else we may propose in this round of bargaining. The specific disclosure requests above are not intended to relieve the Employer of its positive duty and obligation to make unsolicited disclosure with respect to information that may arise throughout the collective bargaining process, and which is necessary to foster informed discussion between the parties in the shared goal of reaching a renewal of the collective agreement.

We appreciate your attention to this request and reserve the right to make further requests.

Sincerely,

A handwritten signature in blue ink, appearing to read 'M. Xuereb', is positioned above the typed name.

Marc Xuereb
National Representative

c.c. Steve Senechal, President Local 229
Ryan Horbay, Analyst, Employee and Labour Relations

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