

February 4, 2019

CULEU members,

On December 13th, your CULEU negotiating team went back to the bargaining table, presented our General Assembly's unanimous rejection of the University's "Appendix A" demand, and stated firmly that it was time to move the negotiations on to monetary issues. The Employer's bargaining team made no attempt to move the discussions forward and instead chose to end the meeting.

Indeed, rather than come to the table with a willingness to conclude our negotiations as it had with CUFA, the Employer chose to do nothing.

Since CULEU believes that with proper attention a deal could be very close, we proposed specific dates to begin negotiations as soon as possible in 2019. Amazingly, the Employer's response was to point to the recent medical leave of one of its negotiators and delay meeting until March!

This is yet another sign that Administration has not made our negotiations a priority. Even with its full team of negotiators, the Employer's team routinely arrives at our table without a mandate, in disregard for the University's own *Collective Bargaining Guiding Principles*. We've all noticed the Library Cabinet expanding in size, yet it is unable to send a Library Administrator to the table with the authority to speak on the issues.

Throughout this process, CULEU has been firm but patient. We've already dealt with delays due to the absence of a University negotiator. And when the Employer's team returned to the table in December, they were clearer than ever: they did not have a mandate. That authority rests with the University Librarian.

So we made our position clear: the Employer's bargaining team could not continue to defer responsibility. The University Librarian should be at the negotiations table.

CULEU can no longer be patient. Since it is the University Librarian who has the mandate to negotiate, there is no need to delay negotiations until March.

As it happens, CULEU has a Labour Relations meeting with Guylaine Beaudry scheduled for February 15th. Very simply then, CULEU will propose that this date be used instead as a negotiations meeting. There will be no reason for Library Administration to delay. CULEU's negotiating team will arrive on February 15th with a mandate and a readiness to negotiate. Will Library Administration do the same?

In solidarity,

Your CULEU Negotiations Committee