

We want to express our serious concerns regarding the current pace and direction of our negotiations. A review of the timeline and progress to date suggests a lack of urgency and engagement from the Union that is deeply troubling. If we are here to achieve a collective agreement, both parties must demonstrate a genuine commitment to a productive and efficient process.

1. Progress to Date and Lack of Substance

The CEC is increasingly concerned about the length of time bargaining is taking relative to the progress made thus far. We received notice to bargain a year ago. We only commenced bargaining in April and have spent three full days discussing ground rules.

2. Scheduling and Availability

Our attempts to establish future bargaining dates were met with unacceptable resistance. To date, the CEC has proposed 29 potential bargaining dates. The Union has accepted only 5. Your suggestion that OPSEU cannot accept any dates until your team members receive their college and external work schedules does not facilitate effective and timely progress.

We must be clear on two fronts regarding availability:

- a. College Schedules: The CEC has already offered to make reasonable efforts to ensure flexibility for bargaining committee members who have college work assignments that conflict with bargaining dates.
- b. External Commitments: While we appreciate that some committee members have employment outside of the college sector, the bargaining process cannot be stalled by external schedules. There is a fundamental expectation that individuals who commit to participating on a bargaining committee will make themselves available to do so.

3. Ground Rules and Procedural Expectations

We believe it is no longer productive to continue debating ground rules. Moving forward, the Employer will operate under the ground rules the parties have mutually accepted up to this point (a copy of which we sent). For all remaining procedural matters, we will operate in accordance with the Colleges Collective Bargaining Act and the duty to bargain in good faith in an effort to effect a collective agreement.

However, we must formally clarify our position on two specific matters:

- a. Recordings: We acknowledge OPSEU's commitment made on May 27th not to implement any recording technology during our meetings without prior notice. While we fully acknowledge our mutual obligation to accommodate committee members when necessary, the CEC does not consent to recordings of any kind at this time. There are alternative methods to accommodate that do not create a chilling effect on the open, candid discussions required during bargaining.
- b. Communications and Misrepresentations: The Union's communication of May 27 clearly misrepresented our position on ground rules. At no time did we propose a media blackout. Rather, we proposed a schedule for public communications beginning a few hours after the conclusion of each bargaining day.

The goal of this proposal was to ensure that the focus could remain on bargaining during the day. We have successfully utilized this approach with other bargaining units out of respect for our respective public relations teams. We accept that OPSEU rejected this respectful approach for this round, but we expect your future communications to accurately reflect the positions we communicate to you.

4. Next Steps and Expectations

To move us toward a collective agreement, we must shift our focus to substantive issues. Between now and our next scheduled meeting on August 19th, CEC's priority will be to finalize a comprehensive set of non-monetary proposals. We expect the exact same preparation from OPSEU so that, when we next meet, we can each receive a complete package of our respective non-monetary proposals in order to engage in meaningful negotiations. Therefore, we will respond to your U-1 proposal that we received on May 27th once we have had the opportunity to consider it as part of the full non-monetary package.