



September 13, 2021

Email: jphornick@gmail.com
snield@opseu.org

JP Hornick, Chair, CAAT-A Bargaining
Steve Nield, Local Services Supervisor - BPS Negotiations Unit and Research Unit
Ontario Public Service Employees Union
100 Lesmill Rd.
Toronto, ON M3B 3P8

Re: Management Questions

Dear Ms. Hornick and Mr. Nield:

We are writing in an effort to advance the bargaining process so that we may be better positioned to negotiate a Collective Agreement renewal. It remains management's priority to secure labour stability in the interest of our students and staff. We sincerely want to come to an agreement before the collective agreement expires on September 30th.

The management team remains dedicated to engaging in informed dialogue. It seems however, based on your public statements, the Union considers our request for additional information and background to be unnecessary. In fact, in your most recent published statement you state "the employer team continued in their questioning of the legitimacy of faculty demands rather than dealing with the substance of these concerns... [and] the CEC chair has repeatedly suggested that the faculty team has not provided answers to their questions about the data that underlies our proposals."

On August 12, 2021, you advised you understood why we needed additional information and that you would provide further responses. Unfortunately, to date, despite repeated requests to do so, you have not provided further responses. Accordingly, we take this opportunity to reiterate our request for responses to our questions, including the details of the research you rely upon. We also want to take this opportunity to formally explain why it is important to us.

Clearly the Union felt it was important to collect data and research and reference it in your published documents in an effort to provide context and lend credibility to your proposals. From our perspective, in order to have meaningful negotiations, we need to better understand the rationale behind many of your demands.

Your current demands represent fundamental change to the existing Collective Agreement that would substantially change the college system. We have posed questions and asked for additional information so that we can better understand the Union's position, identify responses and potential solutions through dialogue and discussion. Our questions are designed to help us gain a shared understanding of the issues you are raising. From our perspective, it is not

conducive to engaging in productive bargaining and problem solving to simply state that changes are needed without providing the details that articulate the scope and complexity of the issue.

We hope you will provide answers to our outstanding questions so that we can improve dialogue, search for solutions, and advance the bargaining process to a renewed agreement. From our perspective, the better the understanding, the better the problem solving. We believe it is in all of our interests, and especially that of our students, to share information so that we can renew the Collective Agreement by September 30, 2021.

We ask that you turn your immediate attention to this and look forward to hearing from you by September 14, 2021. If we do not hear from you by that time, we will assume you will continue to deny our request.

Thank you very much.

Sincerely,



Graham Lloyd
CEO, CEC



Laurie Rancourt,
Chair Academic Bargaining Team

c. Peter McKeracher, Vice-President, Labour Relations College Employer Council