December 3, 2020

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| **Bargaining update**  |

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| Hello Everyone,  We hope you are all doing well in this final stretch of the fall semester. With the term coming to a close we the members of the USW Local 1998 residence don bargaining committee wanted to give you an update about what we have done so far and what is coming next.  As you know in September many of you participated in a preliminary survey to share your past experiences in the donning role and help us identify your priorities for our first collective agreement. This survey was followed up with town hall meetings where we got to hear from many of you about further concerns and suggestions for bargaining. Thank you to all of those who participated in both the survey and the town halls.  Based on the survey, the town halls, and other exchanges we’ve had with our members here are some of the clear themes and priorities that have come out of this process so far with brief descriptions.  **Compensation and reimbursement**This encompasses concerns regarding how people are compensated, reimbursed, and any administrative issues related to this including payment/reimbursement on time, unexplained deductions, and fairness in compensation **Transparency and fairness**This is meant to address concerns around things like equity and access in the workplace, clear job expectations and consistency across positions and divisions, as well as clarity and fairness in the hiring process.  **Health and safety**This concerns dons’ wellness in the workplace, access to necessary supports, and what dons need to feel safe and secure in performing their tasks and duties.  The above is just meant to give you a snapshot of the main themes that have come out of our communications with the membership so far and is not meant to be a fully comprehensive listing of what will be brought to the bargaining table. What comes next will be the bargaining committee going over all your feedback and starting to develop specific positions and contract language for our first collective agreement. We hope to commence the bargaining process in the new year. Best wishes,Khaleel GrantBen SwadronSterlin VaillancourtStephanie KrooneYour USW Local 1998 Bargaining Committee  |

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