

Dear Senior Management of St. Lawrence College,

We are writing to you on behalf of our non-unionized contract faculty colleagues. As you are well aware, the provincial government has recently repealed essential elements of Bill 148's labour reforms and replaced them with new legislation under Bill 47. What you may not be aware of, however, is the cloud of uncertainty and anxiety this announcement – along with the colleges' response to it – has cast over our workplace.

Thus far, the colleges, St. Lawrence included, have made no public announcement regarding their intentions concerning the repeals to Bill 148. The colleges' only acknowledgement of the repeal has been through a College Employer Council news release. This release states that the colleges 'welcome' the repeal legislation and implies that the new legislation will save the colleges \$300 million. Understandably, this has only heightened concern around this issue. Many of our dedicated contract faculty colleagues now do not know whether the equal pay measures and the personal emergency leave (PEL) days they now have will be revoked with their next contract (or at another point in the near future). It is very stressful to be entering the holiday season not knowing what to expect in the coming year and not knowing what financial and workplace realities one will be facing.

We understand that the college may intend to leave current pay rates and PEL days in place. We certainly hope so. If this is the case, the assumption may have been that the issue need not be formally addressed. We hope, therefore, that management, now knowing the level of uncertainty and stress this is causing much of our contract faculty, will recognize that the college can alleviate this situation simply by *formally announcing* that it will make no changes to current employment standards.

We should also point out that there is no need to wait and see what other employers do; our college can be proactive, put students and faculty first, and clarify where it stands *now*. In this spirit, and indeed in the spirit of this holiday season, we ask that the college issue an announcement of their commitment to maintaining the responsible employment standards towards which they have begun working.

Sincerely,

Grant Currie, President of OPSEU Local 417