

March 1, 2024

Dear President Yates,

We are writing to you as University of Guelph unionized employee group leaders on behalf of the employees we represent.

As you will know, on February 12, the Ontario Court of Appeal upheld the lower court's ruling that struck down Bill 124 as unconstitutional interference with the collective bargaining rights of our members.

The lower court's ruling arrived on November 29, 2022, after the employees whom we represent, and their colleagues at other Ontario universities, had already ratified a Collective Agreement that respected the salary increase cap of the Bill. Since early 2023, the broader public sector has been waiting for the appeal ruling. During this waiting period, a number of employers in our sector had new discussions to bargain retroactive increases beyond those agreed to under Bill 124. Such discussions occurred despite uncertainty over (i) how the Ontario Court of Appeal would rule and (ii) whether a successful appeal would lead to a request from the government to remove and return the retroactive increases.

Now that the Ontario Court of Appeal's ruling has arrived, we request that the leaders of the Senior Administration promptly initiate discussions with the unionized employee group leaders regarding retroactive salary increases for the years that were impacted by Bill 124.

We believe that this is a great opportunity for you to take clear action that echoes your recent expressions of thanks to University of Guelph employees for their dedication and hard work.

We look forward to hearing from you,

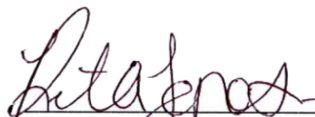


Scott Reynolds, President  
CUPE 1334

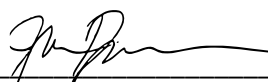
Scott  
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Scott Duchesne, President  
CUPE 3913



Reta Jones, Unit Steward  
OPSEU 231



Joe Rooyackers, President  
OSSTF, District 35



Herb Kunze, President  
UGFA



John Tartt, President  
USW 4120

*Serra Willow Buchanan*

Serra-Willow Buchanan, Chair  
USW 4120-1

CC: Nancy Brown Andison, Board of Governors Chair