

VIA EMAIL

July 9, 2010

Ted Mansell  
SEIU Local2.on BGPWU  
#2 Airport Square, Suite 200  
2600 Skymark Avenue  
Mississauga, ON L4W 5B2

Reply to:  
Wanda McKenna.  
905 525 9140 ext. 24855  
[mckenna@mcmaster.ca](mailto:mckenna@mcmaster.ca)

Dear Ted:

Re: INTERIM MEASURES TO MODERATE THE IMPACT OF RECENT LAYOFFS

This letter follows up on our recent discussions concerning the myriad of issues that have arisen as a result of the layoff notices recently issued to a number of members of the full-time SEIU Operations and Maintenance bargaining unit. Unfortunately, despite our best efforts to meet the Union's concerns, the Parties have been unable to reach a formal agreement.

In this context, the University has, on an entirely without prejudice and precedent basis, made the decision to implement the following voluntary measures in an attempt to moderate the impact of layoff for certain bargaining unit members:

- 1) For those employees displaced from the 1B "Custodian" Classification (the "Displaced Custodians") who chose to exercise their bumping rights to retain employment in the 1C "Cleaner" Classification, the University will, until September 30, 2010 (the expiry date of the current collective agreement), maintain group benefit coverage in the current Extended Health, Dental and Group Life insurance plans, notwithstanding the fact that the current collective agreement clearly excludes employees in the 1C Classification from participation in these insurance plans.

As noted, the University is taking this step on a purely voluntary basis and solely for the benefit of the Displaced Custodians and this action is in no way an admission by the University that the Displaced Custodians are entitled to retain these benefits under the terms of the current collective agreement; nor is this action in any way a promise, undertaking or assurance of any kind by the University that it will, during our upcoming collective bargaining negotiations, agree to make this arrangement permanent under the terms of any renewal collective agreement.

- 2) With respect to those employees in the 1C Classification (the “Displaced Cleaners”) who have received a notice of layoff as a result of Displaced Custodians having exercised their bumping rights, the University also intends to provide, to the extent possible, work opportunities created by vacations and other leaves of absence through the summer months.

Again, the University’s decision in this regard has been made on a purely voluntary basis, for the benefit of the Displaced Cleaners. We recognize that this might reduce work opportunities that might otherwise have been available to members of the Casual Cleaner bargaining unit; nevertheless, we see no violation of the Casual Cleaner collective agreement in this regard and we firmly believe that this is the correct approach for the benefit of our full-time employees who have been negatively impacted by the University’s financial situation in the context of the current economic reality.

We are providing this information to you as a courtesy and in the hopes that the actions taken by the University will, in some measure, help to alleviate some of the labour discord that has arisen in the face of the recent layoffs.

Sincerely,



Wanda McKenna  
*Director, HR Employee Services and Support*

Copy to:            Roger Couldrey  
                         Mark Haley  
                         Tony Cupido,  
                         Carlos Figueira  
                         Lisa Newton  
                         Andrianna Timperio