

MEMORANDUM

TO: All Douglas Research Centre Investigators and Staff
FROM: Jess Chisholm-Nelson, Director of Administration
DATE: April 18, 2024
SUBJECT: Information concerning the renewal of the collective agreement

Hello everyone,

As you are aware, the collective agreement at the Douglas Research Centre expired on December 13, 2022. Since the expiration of the agreement, there have been 9 negotiations sessions. We believe that the Douglas Research Centre has made offers and proposed fair and competitive conditions for all of our employees, including salary scales and retroactive and future increases. Establishing a compensation structure has been our priority since the beginning and is in everyone's interest.

Since our last communication on December 20, 2023, we made a request for conciliation in the negotiations process with the hope of achieving consensus on an agreement that would allow for the updating of employment conditions for our employees as quickly as possible. We maintained an open dialogue in trying to reach an agreement with respect to the DRC's reality. In good faith, we have made several proposals. We deny all allegations of any illegal actions by the DRC.

The DRC has the well-being of its employees, students, and all those involved in our mission at heart. Our mission is fundamental to the well-being of our community, and we want to reassure everyone that every effort is being made to offer everyone competitive and beneficial conditions.

We are grateful for everyone's understanding during this process and look forward to reaching an agreement that promotes collective success. We are determined to work together to find fair and lasting solutions. Should you have any questions please do not hesitate to contact the Human Resources department.

Finally, we wish you a wonderful spring season filled with renewal and new beginnings.

Sincerely,

Jess