



ROYAL MILITARY COLLEGE OF CANADA • COLLÈGE MILITAIRE ROYAL DU CANADA

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|| June 2018

Dr. Jean-Marc Noël
President
Canadian Military Colleges Faculty Association
120 Clarence Street, P.O. Box 577
Kingston, Ontario, K7K 7B4

COLLECTIVE BARGAINING

Dear Dr. Noël:

I have received word from the Treasury Board of Canada Secretariat that the Canadian Military Colleges Faculty Association (CMCFA) is considering returning to collective bargaining. This is great news! I understand that a condition of this is a formal commitment from the Employer regarding the Memoranda and Letters of Understanding (MOUs/LOUs) listed in my letter dated 30 October 2015, as this round of bargaining would now preclude any discussions regarding the MOUs/LOUs. The purpose of this letter, therefore, is to confirm that the Employer would be ready to honour the MOUs/LOUs listed in my letter dated October 30, 2015, in order to return to the bargaining table with the objective of concluding the current round of bargaining for the collective agreement that expired on 30 June 2014.

As such, with your concurrence, this letter serves as our written commitment that all discussions and proposals to address the content of the various MOUs/LOUs will be postponed to the next round of bargaining, and the closure of the current round of bargaining will focus on the monetary aspects covered under the appendices of the UT Collective Agreement.

The MOUs/LOUs listed in my letter dated 30 October 2015 will therefore be maintained in force with the signing of the collective agreement that will cover the 2014-2018 period as they will be subject to the same freeze protection under section 107 of the Federal Public Sector Labour Relations Act for the next round of collective bargaining.

I look forward to re-engaging in collective bargaining with the CMCFA and I appreciate this very positive consideration.

Yours sincerely,



Dr. H.J. Kowal
Principal

CC. Brigadier-General Sébastien Bouchard, Commandant of the Royal Military College of Canada
Yves Beaupré, Chief Human Resources Office - Treasury Board of Canada Secretariat
Marc Lacroix, Director Civilian Labour Relations - Assistant Deputy Minister (Human Resources – Civilian)