

Seneca Job Security Alert

There are no layoffs expected at Seneca as a result of the drop in International Student numbers caused by changes to Canada's Immigration Policies. At least not now. It's still probably not a good time to buy a new car.

We've already seen one full-time employee lose their position due to a non-renewed post-graduation work permit (PGWP), and others are awaiting responses to requests for extensions and possible leaves without pay. If you are in that situation, please reach out. These are troubled times and having a Union means you don't have to face them alone.

Seneca is in good financial shape. Traditionally, we have always been one of the strongest institutions, not just because of our dedicated staff, but because we are located in one of the fastest growing populations of Ontario (York Region). President David Agnew has warned this will be a bad year, but we have had many good decades. However, international students are a significant contributing financial support of Post Secondary Education in Canada, and that seems to be threatened by major political parties tripping over themselves as they shift to the right. We cannot say, "Don't worry."

Our best asset here, thanks to decades of support staff who fought for Job Security backed with strong strike votes, is the finest layoff and bumping language in the province for full-time staff. Part-Time are not far behind for a fairly new bargaining unit. The Part-Time Bargaining Team continues to fight for more.

We have a Local Employment Stability Committee (ESC), including Adrian Klymenko, Carol Ann David, Kathy Creighton and Janice Hagan, with Joel Colesbury on database support. Over half a century of experience between us. We are meeting with management regularly and will be preparing for the worst (and hoping it's a waste of time).

However, remember that Union includes ALL of us, not just the 55 stewards who have volunteered to organize our collective power. We need everyone to help get through these bad times, together. What can You do?

Be Informed: Job Security Rights are covered by Articles 14 & 15 (Full-Time Collective Agreement) and Articles 17 & 18 (Part-Time Collective Agreement). Attend our Collective Agreement Game Show on November 21st, 12 Noon or 1 pm, to learn more about it.

Be Pro-Active: Learn about other jobs in your payband. Work on transferable skills like [Excel, Outlook and Business Intelligence](#). Remember, your employer is Seneca, not your current department. Applying for lateral jobs to develop a wider understanding of Seneca operations is always a good strategy. Apply for temporary secondments.

Be Prepared: Ensure we have a full list of your skills and experience. The ESC must maintain confidentiality, so we cannot ask you for an update if you are affected. Perhaps you have new qualifications since you last applied for a job, or you didn't list your unrelated skills. Send a Full, Shopping List Resume to ESC@opseu561.org, and update it when necessary. Style doesn't matter, but if you need help, reach out.

Be Connected: Let us know if you are taking a leave of more than 6 months, or a secondment, or a new job at Seneca or elsewhere. We LOVE temporary vacancies because they save jobs and prevent bumping. If you or someone you know is making a change, email us at ESC@opseu561.org.

Be Kind: Losing your job is like losing a member of your family. It is trauma. When someone you know is bumped, or bumps into your area, be kind. Help them out. Remember, it is not their fault. Listen. Help them familiarize themselves with the new responsibilities.

Our Primary Objective is always to impact as few people as possible. We work very well with the Labour Relations Team of Seneca in this regard. With everyone helping, we will weather the storms ahead.