

Brown's Catering staff join CUPE 229

CUPE 229

As of July 1, 2020, Aramark has taken over food services at Queen's University, including the Brown's Catering operations. The employer and your CUPE 229 executive have agreed that all Aramark employees on the campus should be in one bargaining unit.

Will it affect my seniority?

The accepted way for seniority to work when two groups merge is for seniority to be dovetailed. So a worker in either group with 10 years of seniority will still have 10 years of seniority. Given the small number and low average number of years of service of Brown's employees coming into the unit, the blending of seniority lists is unlikely to affect many, if any, workers.

The inclusion of the Brown's facilities does give everyone the opportunity to post into jobs there as well.

It is not likely that many of the long-time workers in those locations will want to switch to a new location.

All in all, we're expecting the change to be a positive one for everyone.

What does the change mean?

This does not affect your collective agreement, but extends the same rights and protections to the former Brown's employees.

- It means that our membership will grow from about 440 people to about 470 people.
- It means that our livelihoods will not be threatened by a lower-waged non-union workplace where workers have fewer rights and benefits.
- It means we will have greater bargaining power in our unit.
- It means you have more worksite options.
- It means we are bringing more foodservice workers with us as we build better workplaces in Aramark facilities at Queen's University.

We are stronger together.

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