



## University of British Columbia Employees CUPE Local 116

# B·U·L·L·E·T·I·N

December 4, 2025

### **Bookstore Update**

Over the past several months, CUPE 116 has been actively addressing the impacts of the Bookstore restructuring and layoffs from earlier this year. On November 27, December 1, and December 2, the Union and the University engaged in a mediation-arbitration process before Arbitrator Ken Saunders, who has issued a binding Order resolving the matter. While the restructuring resulted in the loss of several CUPE 116 positions, the Order provides a number of important outcomes.

We recognize that this has been an incredibly difficult and disruptive process for many members, particularly those directly affected by the restructuring. While the Order cannot undo the hardship experienced, it provides measures intended to bring clarity, restore work, and support members moving forward.

The Order confirms that two management procurement postings have been cancelled and that the associated work will remain within the CUPE 116 bargaining unit. It also directs the creation and posting of two new CUPE 116 Purchasing Coordinator positions under Article 10 and establishes a new job description and pay grade for these roles, with the Arbitrator available to assist in finalizing the descriptions if needed. In addition, the Order clarifies several work functions, including that copyright clearance and specific purchasing duties continue to fall within CUPE 116 jurisdiction.

The University recognizes the Union's position that the collective agreement requirements and obligations under Article 11 were not adhered to in the present case with respect to the hiring, retaining, and extending of Auxiliary employees, which the Arbitrator rectified through the terms of the Order. The Order further includes the creation of a Part-Time Regular Sales Clerk position, enhanced severance pay for certain individuals, and measures to support compliance and future process clarity.

The Arbitrator remains available to assist both parties with implementation and to address any issues that may arise.

CUPE 116 will continue to work with the University and advocate for our members as this Order is implemented.

In Solidarity,

CUPE 116