



# B·U·L·L·E·T·I·N

May 6, 2025

## UBC Bookstore Layoffs – Union Response & Next Steps

Dear Members,

On March 4, 2025, the University informed CUPE 116 of its plan to restructure the UBC Bookstore, which includes the layoff of thirteen (13) members under Article 11 of the Collective Agreement. The University cited a decade-long decline in textbook revenue and an accumulated deficit as the rationale for this decision.

### **University's Direction is Wrong, and Short-Sighted**

The Union strongly disagrees with the University's assessment. The Bookstore continues to serve a critical role for our University, and as the University itself acknowledges, other revenues are increasing as the store's role on campus evolves.

We believe it is unjust that our members bear the consequences for years of financial mismanagement and systemic neglect by UBC's leadership. These cuts unfairly target our front-line workers who have shown long-standing dedication and commitment to serving the University and the campus community.

### **Concerns Over Bargaining Unit Work**

The Union has also learned that the University intends to increase the number of management positions within the Bookstore and assign to them duties currently performed by CUPE 116 members. This is completely unacceptable! This approach not only undermines the principles of fair labour but appears to contravene key provisions of the Collective Agreement protecting bargaining unit work.

This trend—replacing unionized roles with management positions—is deeply concerning, and we have made this known to the University in the clearest terms possible.

### **What We're Doing**

Since being informed, CUPE 116 has been fully engaged in exploring every available option to prevent or reduce the impact of these layoffs. The BC Labour Relations Code requires the employer to work with the Union to consider alternatives to layoffs and measures to lessen their impact. We have had several meetings with the University, urging them to reconsider their approach and explore more sustainable, equitable solutions.

So far, we have succeeded in delaying the layoffs by one month. However, the University has not yet committed to reversing its course and is proceeding with the layoffs as planned commencing today.

### **Next Steps**

We remain fully committed to defending your rights and will challenge any attempt to erode bargaining unit work or bypass the language and processes outlined in the collective agreement and the Labour Code. In addition to continuing discussions with the University, we are actively considering all formal recourse options available to us, including but not limited to, filing grievance(s) and pursuing the appointment of a mediator under the Code and/or Layoff Umpire as outlined in the Collective Agreement.

### **We're Here for You**

We will provide additional updates as more information becomes available. If you have any questions or concerns in the meantime, please don't hesitate to reach out.