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NEWSLETTER - NEGOTIATIONS COMMITTEE

Message from Your Union: Update

Getting Compensation Review Done Post-Melissa

Our hearts go out to our members and to all those suffering from the aftermath of hurricane Melissa. As a Union, we have received cries for help from our members. One of our first steps will be to make a claim on The University for a Melissa emergency collective bargaining agreement covering the range of issues affecting our members. The Negotiations Committee will keep you informed about the details of the claim we are proposing to make on The University.

Even as we deal with the after-effects of Melissa, we still must prize, ~~Compensation Review~~. We know the country and the government are in the middle of a national disaster. We, too, are – in one way or another – victims of that disaster.



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Those public sector workers who benefited from compensation review have some additional resources with which to face the post-disaster recovery period. We are not so fortunate. Any further delay in agreeing to and implementing compensation review denies us the financial resources to recover from Melissa and/or to financially support those who are relying on us to help them recover.

As mentioned in the Annual General Meeting of 28 November 2025, the Union shall be writing to the Minister of Finance and the Public Service. We shall express that we understand the pressure the government is under as it tries to cope with post-Melissa recovery.

We shall insist in the letter, however, that we wish to have meaningful discussions between The University and the Ministry begin as quickly as possible. The aim would be to conclude an agreement on compensation reform no later than March 31, 2026.

The compensation review for its employees represented by UAWU, MONATS and WIGUT (Jamaica) has been in the hands of the Ministry of Finance and the Public Service since November 18, 2025. We are giving the GOJ a little time to focus on post-Melissa recovery activities. We cannot, however, afford to let too much time pass lest we be forgotten.

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*Recent developments in the Compensation Review process***SEPTEMBER 30, 2025****Meeting to Build Joint University Position**

WIGUT (Jamaica), along with the other Unions, met with the University Management and agreed on a unified position to present to the GOJ, one that included the WIGUT (Jamaica) Corrective Review, with small modifications.

OCTOBER 10, 2025**Submitting the WIGUT (Jamaica) Final Position**

Submission to the University of the WIGUT (Jamaica) final position in the form of a modified Corrective Review which was modified from feedback from the University Management at the 30th September 2025 meeting, and expanded to cover additional Compensation Review matters not dealt with in the EY reports.

OCTOBER 14, 2025**Meeting to Build Joint University Position**

WIGUT (Jamaica), along with the other Unions, meet with the University Management and agree on a final document set to be submitted to the Ministry of Finance as representing the joint University position. This document set includes the final version of the WIGUT (Jamaica) Corrective Review.

DECEMBER 5, 2025**Setting a March 31, 2026 Target for Concluding Negotiations**

Letter to Minister of Finance asking for meaningful discussions to be opened with the University on an agreement for Compensation Review, with a target conclusion date of March 31, 2026.