

NUFA  
**BULLETIN**

NIPISSING UNIVERSITY FACULTY ASSOCIATION (MARCH 2015)

**EVEN MORE FOR EVEN LESS!**

TEACHING  
 WORKLOAD =  
 FALL, WINTER  
**AND** SPRING/  
 SUMMER

NO guarantee of national and  
 international advertisements of  
 academic positions

NO financial support for Members  
 pursuing doctoral degrees

**Even More  
 Precarious  
 contracts for  
 LTAs**

+ years of service in  
 LTA positions count for  
 nothing

Individualized Study  
 Courses will be  
 considered SERVICE  
 (i.e. work for free)

**THE  
 EMPLOYER  
 SAYS...**

Chair's compensation = ∅ course release +  
 decreased stipend

Director's compensation = ∅ course release  
 + decreased stipend

Supervising graduate theses, graduate MRPs  
 and dissertations is considered SERVICE  
 (i.e. more work for free)

**PROPOSED  
 ARTICLE ON  
 COMPENSATION:**

2015: 0%

2016: 0%

2017: 0%

**Professional  
 Expense  
 Reimbursements (PER)**  
 2015: 0% increase  
 2016: 0% increase  
 2017: 0% increase

MEMBERS WILL ONLY  
 BE ABLE TO APPLY  
 FOR FULL PROFESSOR  
 AFTER 6 YEARS AS  
 ASSOCIATE INSTEAD  
 OF 3 YEARS

Scheduling courses in  
 Education = CHAOS  
 Divisions and division  
 chairs removed in  
 Education

**PLEASE COME OUT TO A MEETING WEDNESDAY MARCH 25th**

to hear more about the Employer's proposals.  
TIME AND LOCATION coming soon via email!

## **What is a strike vote and why do we need it?**

A strike mandate ensures we can fight for you

The last eighteen months have revealed a new face to collective bargaining in the university sector in Ontario – one that looks quite ugly. Employers desperate to impose concessions and claw-backs on faculty have turned to increasingly draconian tactics to circumvent the collective bargaining process. In this environment, faculty associations across the province have been developing strategies to keep the process fair and to protect members from arbitrary cuts to their rights and their wages. Their resounding message to the faculty at Nipissing is “Don’t let your contract expire without securing a strike vote.”

Last summer, faculty at the University of Windsor learned the perils of not heeding this advice the hard way. Their contract had expired and they were in a very difficult stage in their bargaining. They and their employer were miles apart on a number of financial and non-financial issues, and relations at the table had all but broken down. The employer had already asked the province for what is known as a “no-board” report, and thus was in a position to lock out faculty from the workplace. Instead, in a rare move, the employer imposed a new contract on members with terms that faculty negotiators had already rejected at the bargaining table. Because their members had not given the bargaining team a strike mandate, they were powerless to do anything but accept the employer’s unilaterally-imposed terms. It took them a set of labour actions a few months later to get the employer back to the table to negotiate a deal.

The lesson here is that you have to expect the unexpected, and be prepared for the worst, otherwise you might have to live with some chilling consequences. The Collective Bargaining Committee will be inviting you to come out next week to give them a strike mandate. Giving the CBC a strike mandate does not mean that we will automatically go on strike. Nor does it mean that we ‘want’ to go on strike – nobody ‘wants’ such a thing – but that we stand firmly ready to do so if we can’t come to an agreement at the table. Simply put, a strike mandate lets the Employer know that our members are committed to getting a fair deal, and that we will use all of the means at our disposal within the context of collective bargaining in order to do so. It also means that the CBC can protect the integrity of the process of collective bargaining, and dissuade our employer from taking its cues from the University of Windsor’s disgraceful playbook.

If you want the CBC to get you the fair deal you deserve please empower them to do so by supporting a strike mandate.

**STRIKE**  
**VOTE**