

BARGAINING BULLETIN #10

Fighting Hard to Stand Still

To quote from a leaflet handed out on Thursday to the members of our Board of Governors, here are some facts:

FACT: We have less than 2 weeks to avert a strike and only **2 days** of scheduled talks with a mediator.

FACT: Full-time faculty are in a legal strike position by the end of October.

FACT: After 37 scheduled meetings and a 3-day weekend with a conciliator, the Employer hasn't gotten the job done of negotiating a contract for FASBU or CASBU.

FACT: All faculty at Nipissing have been without a contract since May 1st 2019.

The bargaining team is ready to get a deal but we are **running out of time**. The urgency of this matters to **all** members of the University community: the Board of Governors, the president, senior administration, staff, full-time and part-time faculty and especially our students. NUFA is working hard to make sure everyone does their part to avert a strike.

Mobilization efforts are underway. And we need your help!

- ✦ We are communicating with the members of our Board of Governors.
- ✦ We are receiving community, student, and faculty support for our letter writing campaign to the Board Chair.
- ✦ We are providing information for students on our website and setting up an information table and answering questions on **Monday (Oct 21st) at 8:30am**.
- ✦ We are meeting with NUSU and keeping them informed of our activities and providing support for the whole student body.
- ✦ We are sharing letters from Members who have won Research Achievement Awards explaining the importance of those awards to their research.
- ✦ We are sharing letters from the many faculty members who have begun their careers at Nipissing on a Limited Term Contract and had their position converted into a tenure-track hire.
- ✦ We are rallying with our community partners to call for a fair deal and a reduction in precarious labour.

The things we are trying to protect for our Members matter deeply to the individuals who make up NUFA.



At the same time as the Collective Bargaining team is committed to negotiating a fair deal, and have been willing to accept some of the concessions that the Employer is proposing, we have to resist their approach of 'death by a thousand cuts.' They may appear like small concessions, but collectively they will have a considerable impact that weakens your agreement and your rights. Whatever we lose now, we are unlikely to ever get back.

Pensions were signaled by our Membership as one of the highest ranked issues. 140 of our 171 Members are in the unreliable and unpredictable NU Pension Plan. The DB Plus was one solution to the problem of poor pensions at Nipissing for Members not in the OTPP (and was also desirable to our colleagues at OPSEU). The Employer has chosen **not** to engage with this plan in any way, refusing to give our team access to their reports that explain why our proposal is unreasonable or impossible. We asked for transparency for our Members but they were unwilling to provide even a basic rationale for their refusal.

Nonetheless, NUFA remains committed to better pensions, and is demanding that the Employer make real, significant changes to our current pension plan, in the short term, and, in the longer term, to engage fully with all the options available to the University sector. This is not a movement unique to Nipissing; many Universities are engaging with the jointly sponsored pension plan (JSPP) options and however surprising this is, the government is actually supportive of pension reform. Nipissing faculty cannot be left behind.

- ◆ We are fighting to protect faculty research and teaching releases.
- ◆ We are fighting to protect our research achievement awards.
- ◆ We are fighting to protect our contract faculty and our LTA language.
- ◆ We are fighting for our programs.
- ◆ We are fighting to get the Employer to negotiate with CASBU.
- ◆ We are fighting to get a fair raise.
- ◆ We are fighting to protect the status quo for Chairs.
- ◆ We are fighting to protect all of us.

The process of bargaining requires solidarity. **All of you** are **NUFA** and we stand, or fall, together. Let's stand! Supporting the bargaining team means protecting **your** working conditions. The Collective Agreement that facilitates your teaching and research has not come about without this same constant struggle over the past 25 years of our Faculty Association. Join in this latest effort and remember each and every fight that got us the working conditions we have today.

Please contact the NUFA office to ask how YOU can help to avert a strike.

We are meeting with the Mediator this **Sunday, October 20th @ 9am**, ready to negotiate a fair contract for NUFA. Stay tuned.