

BARGAINING BULLETIN #2

“More a Waltz than a Tango...”

The NUFA Collective Bargaining team (CBC) is at the table with the Employer and we wanted to give you a brief account of where things are at, even though we are still early in the process. A more comprehensive update will be provided at our Annual General Meeting on April 30th. NUFA met with the Employer for the first time on March 1st, where both parties signed a bargaining protocol (rules for bargaining). Since then, the CBC has been at the table with the Employer 8 times. On Friday, March 22nd, both NUFA and the Employer presented their FASBU packages. While we are ready to discuss our CASBU package, the Employer is not at this time.

Our initial reaction to the Employer’s FASBU package was surprise: they have proposed opening a substantial number of articles, 26 articles (and 5 appendices) to be precise. That amounts to over half of the Collective Agreement. This is unprecedented and will be very challenging, especially in light of the VPAR’s desire to finish bargaining the FASBU and CASBU agreements by the end of June. Of the 31 articles opened, we have 9 in common, and NUFA has proposed 5 that do not overlap. A number of the articles opened by the Employer are key articles, like Tenure and Promotion and Academic Freedom. While we are hopeful that the 21 dates we have secured to be at the table before the end of June will be enough, we will have a better sense of this shortly as we get further into the more contentious areas. To date, we have agreed upon 3 minor articles and there are another 3 minor articles that are close to agreement.

In addition to meetings with the Employer, the CBC has spent long hours (roughly 30 hours each week) around our own table, examining, strategizing, researching and drafting language in response to articles proposed by the Employer. We have a tremendously resilient and dedicated bargaining team who are working very hard to ensure we get the best possible outcome for you, our Members.

Please come out to the AGM next Tuesday and show your support for all of them.

We have created an email for Members to communicate with the Collective Bargaining Team:

collectivebargaining2019@gmail.com



NUFA AGM: April 30th @ 1:00pm R308