

# BARGAINING BULLETIN #1

## CASBU Summer Bargaining

NUFA is currently working hard to negotiate a fair and equitable collective agreement for its precariously employed part-time contract workers. This bargaining update provides a brief outline of our progress to date and serves as a call to action for our Members!

They say that bargaining is like a dance and the dance is well underway!

The CASBU negotiation team has held several meetings with the employer over the last few weeks to discuss logistics and bargaining protocols/guidelines, share our proposals with each other, and discuss counterproposals. In between these bargaining sessions, the team has been strategizing and working on our counterproposals. We find ourselves only at the beginning of a complicated process which could take some time to reach a settlement that both sides agree to. We are well-prepared for this possibility.

Nevertheless, we are hopeful that the employer will recognize the essential contributions that the contract faculty make to the overall success of the university and, importantly, to the success of our students. Contract faculty are often not compensated for work done before or after their contracts expire (such as doing course preps, serving on committees and/or writing letters of reference to support our students' success). The employer has an important opportunity right now to recognize that they can improve teaching and learning experiences for both CASBU members and our students through this current negotiating process.

The bargaining team is committed to negotiating the best deal possible for our members to ensure that our unique needs as contract faculty are met. The dance goes on! In the meantime, stay tuned for more bargaining bulletins and how you can contribute to and support our efforts.

### KEY ISSUES for this round of negotiations

**Academic Freedom:** Part-time faculty have the right and responsibility to structure their classrooms, including their delivery mode

**Security:** The Right of First Refusal must be strengthened and protected

**Advancement:** Contract faculty deserve to be supported, not hindered, in their efforts to advance their careers

**Equity:** Members of equity-deserving groups are overrepresented in CASBU and NUFA is trying to get a better deal for members of these groups

**Compensation:** NUFA seeks equity between FASBU and CASBU members in terms of compensation: equal pay for equal work