

BULLETIN

FASBU BARGAINING BULLETIN

There's an old adage that says the best way to avert a strike is to be well-prepared to go on strike. A strike is, of course, a last resort tactic, but we can't wait until the last minute to make preparations in the event that negotiations lead us down that road. We have to be ready to stand with courage and conviction to achieve our goal – a just settlement that addresses our key goals of **Fair Pay and a Fair Say**. Our Collective Bargaining team is going to be working hard to get us a fair deal, but if all else fails, we must be prepared.

To that end the Strike Preparedness Committee has been working diligently since the spring to lay the groundwork so that all of the necessary elements will be in place in the event of a strike or lock-out. Over the past month, in the lead-up to bargaining sessions with the Ministry of Labour conciliator on 7 and 8 October, they have kicked into high gear. By now you should be aware that NUFA has rented office space on O'Brien at Airport Road, which will act as a strike headquarters. Should we go on strike this site will be the nerve centre for all matters related to the strike and ongoing bargaining.

During a strike the Employer will no doubt withhold wages, and may opt not to pay insurance premiums. There are provisions in place to ease the burden on FASBU Members to financially survive during a strike.



As a member of the CAUT Defence Fund, NUFA will have access to funds that will allow us to pay Members a daily benefit for those who picket. If necessary, the fund will also cover the expenses of Members' group benefits. Members will also have access to strike support loans for emergencies. Finally, the fund also covers the cost for trustees from the fund to travel to North Bay to support the picket line.

In the event of a strike NUFA will negotiate a "strike protocol" with the Employer that will address how FASBU Members and the Employer will conduct themselves during the period of the work action. It will address things like access to the property (the Employer may completely restrict Members' access to campus, though they may agree to limited access in

circumstances where maintenance of a lab or experiment requires it). Access to telecommunications (the Employer may restrict use of e-mail and telephone services) and other services (like using Library services, and provisions for Members on sabbatical or leave) may also be limited, therefore it is always a good idea to have an alternative email address.

For some, all of this talk about a strike will be distressing and raise fear and anxiety. Fair enough. A potential strike is nerve-racking. Members should know, however, that NUFA, through its Executive and various committees, has put us in a strong position to use the threat of labour action as a way to put pressure on the Employer to re-think its claw-back proposals and to take seriously

our financial and non-financial proposals. We're fundamentally committed to obtaining good jobs to ensure that our students get a great education, and we are ready to use all of the tools at our disposal to make it a reality.

We have been meeting with our Network leaders over the past two weeks and they have been speaking with all of our FASBU members individually about our campaign, strike headquarters, our communications with students and your questions. There will be more information to share of course, and so we encourage you to attend our

**Special Membership Meeting on Tuesday, October 6th @7pm in F213
(Brantford and Bracebridge Members please arrange to Skype in to the meeting).**

Your NUFA Executive and Collective Bargaining Committee will be there to answer your questions and to inform FASBU and CASBU Members as much as possible about the process. Please come out and show your support for our bargaining team.

**GOOD JOBS
= GREAT
EDUCATION**

Nipissing University
NUFA
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