

A FAIR DEAL

Protecting the University



SPOTLIGHT ON THE PAST

from the NUFA CC: Wendy Peters, Susan Srigley
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In recent rounds of bargaining, our negotiating teams have been able to help make Nipissing's Collective Agreement begin to resemble other faculty / employer agreements in the province, though it still does not compare in obvious and significant ways.

WHAT DO WE STAND TO LOSE?

Six years ago, the bargaining team won for Nipissing a 3/2 workload, and though 2/2 is closer to the norm, this was a huge victory. Last round of bargaining, they managed to rid the University of those research-killing 4/4 teaching loads for LTAs, gained a Health Care Spending Account for retirees, and established procedures for tenure and promotion. These and other important steps in the direction of the "Ontario Standard" were made at the same time that we won reasonable 3% across-the-board annual settlements.

In these earlier rounds of bargaining the employer frankly admitted Nipissing's Agreement is different and below the standard – thus our gains. Now they say it is not. Now the employer is saying that it is finished trying to make our University Agreement resemble others. Now they say our Agreement is *comparable enough* to others. Now they say that they only want to evaluate across-the-board settlements in the province, while using (of course) their "funny" math to offer a particularly low ATB increase.

To accept the employer's new narrative is to doom our Agreement forever more.

Gaining only a comparable ATB settlement with other provincial institutions and nothing more – not a comparable pension or comparable benefits or comparable ceiling caps, and so on and so forth – would be devastating to our future, even if we get them off their "funny" math.

What's more, the employer now demands *regressive action*, **virtually eliminating sabbaticals** and **returning faculty to a 3/3 workload** at its discretion, ostensibly a sign that the Administration have given up on making Nipissing a centre for research excellence as well.

Without significant changes to our Collective Agreement *above and beyond* a fair across-the-board increase, our total compensation will only continue to drop further and further below the norm. Does this sound fair?

This time, let's get a *fair* deal.

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