

Bargaining Report to the Membership

OCTOBER 11TH, 2017

DT 2017

Collective Bargaining Committee

Chantal Dion (Chair)

Audra Diptee

Greg Franks

Patrizia Gentile

Root Gorelick

Peter Gose (on leave)

Isla Jordan

Sylvie Lafortune

Julie Lavigne (on leave)

Dawn Moore

Angelo Mingarelli

Justin Paulson

Patrice Smith (withdrew)

Brett Stevens

Saul Schwartz (withdrew)

Donald Swartz (withdrew)

Pum van Veldhoven

Clusters

Context cluster:

- Root Gorelick
- Peter Gose
- Angelo Mingarelli
- Justin Paulson
- Donald Swartz

Monetary cluster:

- Greg Franks
- Angelo Mingarelli
- Justin Paulson

Equity cluster:

- Audra Diptee
- Sylvie Lafortune
- Julie Lavigne
- Dawn Moore
- Justin Paulson

Librarians cluster:

- Isla Jordan
- Sylvie Lafortune
- Julie Lavigne

CUOL cluster:

- Audra Diptee
- Patrizia Gentile
- Brett Stevens

Workload cluster:

- Isla Jordan
- Justin Paulson
- Patrice Smith
- Brett Stevens

Instructors cluster:

- Chantal Dion
- Pum van Veldhoven

Academic Freedom and Governance cluster:

- Root Gorelick
- Peter Gose
- Donald Swartz

Tenure and Promotion, Unit Standards cluster:

- Audra Diptee
- Patrizia Gentile
- Angelo Mingarelli
- Patrice Smith

Retirement cluster:

- Angelo Mingarelli
- Donald Swartz

Grievance cluster:

- Christal Côté
- Pum van Veldhoven

CUASA Negotiating Team

Team:

- Chantal Dion (Chief Negotiator)
- Greg Franks
- Isla Jordan
- Angelo Mingarelli
- Pum van Veldhoven

Staff Support:

- Christal Côté
- Victor Lorentz

Consultant:

- André Auger

Employer Negotiating Team

Team:

- Wayne Jones (Chief Negotiator)
- Robert Monti
- Andre Plourde
- Claire Samson
- Tim Sullivan
- Laurie Blackstone (HR support staff)

Timeline

March 27	Notice to bargain
April 6	Chantal and Collective Bargaining Committee elected/appointed
April/May/June	Cluster work, meetings, outreach to units, research, consultations
July/August	CBC and Negotiating team work, first meeting with the Employer July 26 (Employer turned down June meeting date)
Aug. 31, Sept. 1, Sept. 15	Bargaining Protocols negotiation
September 15	Protocols settled; Workload package tabled
September 29	Tenure, Promotion, and Unit Standards package tabled
October 4, 5, 6	Some workload counter-proposals exchanged; Governance and Process package tabled
October 19	Indigenous caucus consultation
November 4, 5	Next meetings with Employer
Late Nov./Early Dec.	Four scheduled dates: Nov. 23, Nov. 29, Dec. 5, Dec. 6

Bargaining Protocols 2017

Different than previous rounds

New items:

- Guaranteed exchange of financial information before monetary proposals
- Observer seat
- No sidetables or *in-camera* meetings
- Open communication

Packages

- Workload (September 15th)
- Tenure, Promotion, and Unit Standards (September 29th)
- Governance and Process (October 6th)

Financial Analysis

[André Auger]

Workload

Articles: 2, 6, 9, 12, 13, 15, 22, 27

Key points:

- Bargaining unit composition and complement
- Facilities, administrative, and material support
- Instructor workload, **joint committee**, and **harmonization with faculty language**
- Administrative tasks, graduate supervisions, final grade deadlines
- Service
- Teaching assistance

Tenure, Promotion, and Unit Standards

Articles: 5, 10

Key points:

- Committee compositions
- Candidate right to respond
- Candidate access to information
- De-coupling tenure and promotion
- Unit standards review and approval process

Governance and Process

Articles: 4, 6, 14, 15, 16, 30, 41

Key points:

- Academic freedom and service
- Senate and BoG transparency
- Unit constitutions
- Student complaints
- Grievance process and exclusions
- Openness, transparency, and accountability

Employer Responses

- Employer has been slow to respond
- We have only received counters on a few workload items
- Listened to our rationales and asked questions
- A few items agreed to (pinked): Instructor joint committee; inclusion of Instructor representative on confirmation committees; harmonization with faculty language on Rights and Responsibilities
- Two proposals: eliminating Guaranteed Housing Loan Plan (40.10); limiting Tuition Waiver Program (40.11) to programs funded by Ontario government

Next Steps...

- Observers
- Communications
- Mobilization
- Departmental meetings
- Role of CBC and Council
- Media
- Strike mandate
- Other

Questions?

Feel free to send any additional questions to Chantal and the negotiating team in writing:

Chiefnegotiator@cuasa.ca