Bargaining Update: FNUniv Academic Staff

September 30, 2019
Introductions

FNUniv Academic Bargaining Team:

- Ed Doolittle
- Colin Tether
- Tara Turner (Chief Negotiator)

We would also like to thank Jody Bellegarde and Leta Kingfisher for serving in an advisory capacity.
Survey Results

• There were 13 responses out of 31 members
• Wages and Pensions continue to be top priority – 85% of respondents placed these in the top three.
• Working Conditions and Non-Salary Financials were also rated in the top three priorities by 54% and 30% of the respondents respectfully
• Workplace Equity and Governance were each placed in the top three priorities by 15% of the membership
• No other priorities were identified
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<tbody>
<tr>
<td>1</td>
<td>Wages and Salary (includes increments, merit, pay ladders, etc.)</td>
<td>30.77%</td>
<td>15.38%</td>
<td>38.46%</td>
<td>7.69%</td>
<td>0.00%</td>
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<td>2</td>
<td>Pensions and Benefits (Contribution Rates, Health and Dental, Vision,</td>
<td>38.46%</td>
<td>30.77%</td>
<td>15.38%</td>
<td>7.69%</td>
<td>7.69%</td>
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<td>Spending Accounts, etc.)</td>
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<td>3</td>
<td>Non-salary financials (APEA, research grants, sabbatical research</td>
<td>7.69%</td>
<td>30.77%</td>
<td>7.69%</td>
<td>23.08%</td>
<td>15.38%</td>
<td>15.38%</td>
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<td>4</td>
<td>Workplace Equity (harassment, discrimination, pay equity, postings</td>
<td>7.69%</td>
<td>0.00%</td>
<td>7.69%</td>
<td>38.46%</td>
<td>38.46%</td>
<td>7.69%</td>
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<td>5</td>
<td>Governance (consultation and participation in university policy</td>
<td>15.38%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>7.69%</td>
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<td>6</td>
<td>Working Conditions (class size, teaching load, time spent on service,</td>
<td>0.00%</td>
<td>23.08%</td>
<td>30.77%</td>
<td>15.38%</td>
<td>0.00%</td>
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<td>7</td>
<td>Other - Please Specify</td>
<td>0.00%</td>
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Showing rows 1 - 7 of 7
Bargaining Timeline

2018-05-02 – Notice to bargain provided by URFA
2018-06-30 – Contract Expired
2019-03-25 – Academic Priority Survey Closed
2019-10-03 – Interest Based Negotiations Training Scheduled
2019-10-09 – Pipe Ceremony Scheduled
Interest Based Bargaining

“[A] process which focuses on the identification of common issues of concern to a trade union and management . . . It is a co-operative effort. The first objective is to obtain mutual agreement on the issues faced by the parties, followed by collaboration and analysis of the various solutions” (Corry, David J. 2001: 1-1)
Bargaining Priorities

Your bargaining team has identified a number of interests that we intend to negotiate including:

- Improvements to Pension contributions
- The creation of a wellness account to supplement benefits and taxable health expenditures such as gym memberships etc.
- Enhance leave for ceremonies by providing travel and expense funds
- Maintain salary and benefits parity with the University of Regina
- Clarifying the hiring process and procedures including the process for converting term positions to tenure-track
- Addressing workload concerns with a focus on establishing uniform TA and Tech support
- Address growing workload demands for Department Heads
- Clarify the process for recognizing non-academic credentials

The bargaining team is also currently conducting a review of all articles to ensure consistency between agreements wherever possible and to make various housekeeping improvements to the Collective Agreement.
Stay Informed and Show Your Support

• Read URFA bargaining update emails
• Like and Follow URFA on Facebook and Twitter
• Contact the FNUniv Academic Bargaining team at any time if you have questions
Questions?
The Path Towards a Collective Agreement

- **Notice to Bargain**
- **Bargaining Negotiations**
- **Agreement**
- **Ratification Vote**

**Members Vote for Strike Mandate**

Members can vote for a strike mandate at any time during the bargaining process. A vote on a strike mandate does not necessarily lead to job action, but it is a significant source of bargaining power that can be used to resolve priority issues.

**Strike**

A strike does not necessarily mean picket lines. A strike can include everything from wearing buttons, displaying posters, up to work interruption, rotating pickets, and full work stoppage.

**Collective Agreement**