Bargaining Update: U of R Academic Staff

March 18, 2019
Our Objectives – Long Term Health of U of R

• Improve transparency,
• Ensure decisions regarding career progress and hiring are not arbitrary,
• Defend U of R’s research mission,
• Provide opportunities to improve instruction,
• Maintain pay at current levels, and
• Pensions that allow members to retire at a reasonable age and at an adequate standard of living.
Agreements on

- Modifying the merit system,
- Benefits (flex spending, parental leave top-up),
- Alternate review system for senior ranks,
- Priority and review system for sessionals.
- For more details on areas of agreement, contact URFA.
Primary concerns

• Why won’t the negotiators accept the University Administration’s final offer?
  • We believe we can do better. There is nothing on pension, weak pay, little acknowledgement of the research mission.
  • It’s not good, it’s just less horrible.

• Why can’t the membership just vote right now on whether to accept it?
  • If the University Administration thought this was a good offer they’d require a vote on it.
  • They do not believe that the membership will support their final proposals.

• Are you committed to representing the entire membership in bargaining?
  • All academic staff members are part of this bargaining unit.
  • Sessionals deliver half of the courses.
  • We are committed to ensuring everyone is represented.
  • The work sessionals do matters to all of us.
Outstanding Issues/URFA Proposals

1. Article 5 – Academic Planning
   • Instructor Ratio – willful violation and no real support for the research mission.
   • Our solution is ZERO financial cost to the university.
2. Article 10 – Information
   • This Article remains open because URFA is proposing a reporting system on the Faculty/Student ratio.
3. Article 23 – Benefit Provisions
   • Pension– we’re asking for 1% more (matched by you).
4. Article 28 – Duration and Continuance of the Agreement
   • This Article remains open, however, both parties have limited discussions to a four (4) year term for the agreement.
5. Appendix A – Compensation
   • Salaries– we are paid less than our comparators. We aren’t asking to close that gap. We’re asking that we slow the rate at which we fall behind.
The Way Forward

• Back to the table (March 25\textsuperscript{th} and 26\textsuperscript{th})
• A new idea on addressing issue of equal pay for equal teaching
• Hopeful for engagement with instructor-ratio
• We aren’t that far apart on compensation
Recent Timeline

- March 4, 5, 11, and 12 – Conciliation
- March 12 – Conciliation ends at the recommendation of the conciliator with ‘final’ packages exchanged
- March 13 – Conciliator’s report was filed with the Ministry of Labour
  - 14 day Cooling off period Begins -

You Are Here March 18 (today) – Townhall meeting

- March 20th – Student Townhall hosted by Rpirg
- March 22nd – 48 hour job action notice served (recommended by Bargaining Team)
- March 25th – Bargaining scheduled with university administration
- March 26th – Bargaining scheduled with university administration
- March 27th 24:00 - 14 day cooling off period ends –
- March 28th – U of R Academic Staff Members are in a legal Job Action position
Job Action

- Withholding Labour
- Picket Lines
- Full Strike
Job Action

• The URFA Job Action Committee (JAC) is responsible for determining what type of job actions are taken.
• Job action does not mean picketing.
• There are other job actions that we can take to put pressure on the university administration while minimizing the impact on students (Rotating walkouts, information pickets, withholding of final grades, etc.)
• The JAC is looking at options and developing a plan going forward.
Questions & Discussion