

**AT THE TABLE****Bargaining Update**

Dear Colleagues,

Thank you to all the members who came to the TTTF Bargaining Unit meetings on January 11th and 26th. Your show of support for the bargaining team was very much appreciated. Here is a summary of my verbal updates and the outcomes of those two meetings.

With the monetary issues on the table, we had expected that the pace of bargaining would pick up significantly. We are very disappointed that UOIT is offering no Across the Board (ATB) increases for three years, and in fact they appear to be trying to remove the category completely from the Collective Agreement. They have made this offer knowing that we are paid in the bottom third of university TTTF salaries. An analysis by OCUFA has also demonstrated that we have the lowest benefits package in the province without question. To learn more about UOIT's latest offer, please see our previous [update](#).

At the meetings, I provided more comparison on the proposals, and explained the design of our salary structure (CDI, ATB, AI, etc.) as agreed to in the last round of bargaining. And I explained how this salary structure is standard for our sector and similar for others in the public sector.

Last fall, both sides were optimistic that we would have a deal by the end of January or early February. It looks now as though it is very likely to go longer than this, particularly if they stick with their offer of 0-0-0 ATB for three years. This offer was firmly rejected in the first meeting as members voted unanimously in favour of supporting the package proposed by the UOITFA.

And as was reported in this week's meeting, progress at the table has slowed dramatically since the holiday break. We are very concerned about their decision to halt bargaining for 3 ½ weeks during February and March as one of their "co-chairs" will be away. We made the case to them that the reason for having co-chairs was to allow bargaining to continue even if one of them cannot be

present.

We have made good progress on improvements to the non-monetary items on the table. And we hope to keep moving on issues such as Privacy, Tenure and Promotion, Appointments and Intellectual Property.

Unfortunately, we appear to be at impasse on some other important issues, such as the use of anonymous student comments in Teaching Evaluations, and Definition of the Bargaining Unit.

Given the lack of progress recently, the distances between our monetary proposals and significant disagreement on several important articles, the Association has filed for conciliation. Please see [the Bargaining 101 Page](#) for details on conciliation and its role in the process.

Also, at the end of this week's Bargaining Update meeting, and after considerable discussion, a motion was passed directing the UOITFA executive to prepare for a Strike Mandate Vote. Again, please see [the Bargaining 101 Page](#) for details on how all this works.

Finally, we have four bargaining sessions coming up before the Employer imposed break, February 1st, 3rd, 5th and 8th. We hope to make good progress, and also convince them to find more bargaining days before our next scheduled day, March 7th.

In service,



Left to Right: Christine McLaughlin, Wesley Crichlow, Mikael Eklund (Chief Negotiator), Maurice DiGiuseppe, Kimberly Nugent

## What is a strike mandate vote?

A vote was successfully taken on January 27th 2016 to empower the FA executive to organize a strike mandate vote. A strike mandate vote will occur if and when necessary. A positive strike mandate vote gives the bargaining team the support of a strike mandate but does not necessarily mean there will be a strike. A call to strike is very seriously considered, and never taken lightly.

It is important during bargaining to make sure that the administration knows that the FA bargaining team has the support of the membership.

A strike mandate vote can be held at any time during the bargaining process. The strike mandate vote itself is done by secret ballot, over a few days, in which all Bargaining Unit Members are entitled to vote.

The FA applied for conciliation last week. Conciliation is offered by the Ministry of Labour to help negotiating parties bridge gaps. It is a very common part of the bargaining process in Ontario.

A strike cannot go ahead without a report from a Ministry of Labour Conciliator called a "No Board" report AND a strike mandate.

Remember! In 2010 and 2011, the FA bargained for 18 months with a slow-moving administrative team. The FA held a strike mandate vote in September of 2011 with over four in five voting in favour of the mandate. With the strong confidence of the membership, the FA was able to reach a settlement with a newly-responsive administrative team in a few weeks, and no strike occurred.

[Click here](#) to read the FA's Bargaining 101 for more details on conciliation, strike mandates, and the bargaining process.

## UOIT: backwards land

Did you know that the 2014-15 **tenured and tenure-track faculty to student ratio at UOIT is approximately 1:49?** This is despite the fact that between 2010 and 2012, the overall Ontario faculty to student ratio was 1:28 and 1:24 across Canada.

