

AT THE TABLE**Bargaining Update**

Dear Colleagues,

As you know, last week our Members directed the executive to organize a strike mandate vote in order to support our Team and to send a message to the Employer that we are serious about wrapping up negotiations as quickly as possible and that we are not going to accept their [current monetary proposals](#). I shared this information with my counter-part on the Employer's bargaining team at the end of the week so that they could consider your resolve as they prepared for this week's bargaining.

Since then we have had two bargaining sessions and are at the table again today as you are receiving this. In the first meeting on Monday we were quite concerned that they did not appreciate how serious we and you are about this, but by Wednesday we did see a change at the Bargaining Table. We have started to make some progress on some of the outstanding larger issues and as we go into today's session we are encouraged and expect to see responses on the last Articles that we have been waiting on, and movement on those that had slowed down.

As we reported last week, we have [filed for conciliation](#), and although we had hoped to be able to push them to setting several more bargaining days during the 3 ½ week halt they had tried to impose, we have gotten them to agree to one more date on February 26th, which has been confirmed with our Conciliator from the Ministry of Labour.

Credit for making these steps and getting things moving again must go to you, our Members, for standing up and sending this clear message to them through your recent actions.

I wish we had more to report on the monetary issues, but we have today and Monday in which we hope to be

able raise the issue. At best, it is likely to be a one-sided conversation at this point, but I hope to report something positive next time.

After Monday (the 8th) and February 26th, starting March 7th we will have more regular dates again, unless we can bring them back to the table before that for more dates. Which would of course be our preference.

With this slow-down in bargaining, we are having a bargaining unit meeting(s) next week Wednesday February 10th, in the Student Lounge directly above EP Taylors on the North Campus. There we will update you on our progress, and discuss the next steps in strike action, including dates and locations of the strike vote, conciliation outcomes, and when we will be in legal strike position. We encourage a large turnout, again to show the Administration that their current offer is concerning to you. If members are available during reading week, we can schedule more chances to talk.

Please continue to show your support (and also coming to those meetings) by helping us keep them moving towards a deal. We hope this will be well before the end of term!

In service,



More bargaining information on the next page...

11 small things you can do to support your Faculty Association

It is another bargaining year, and we are challenging the Membership to engage in at least one small thing to support your FA and to show that you are invested in this process.



1

Change your homepage to UOITFA.ca.

This will keep you updated, but also reduce traffic to UOIT.ca if this is your home page currently.

2

Display your “I heart my FA” mini poster on your door.

If you already have one, give it to a colleague. If you don't have one, make your own sign and place it on your door.

3

Make sure we have your non-UOIT email (send to office@uoitfa.ca).

It is important that we have an alternate email in case your UOIT email is interrupted. Employers have interrupted email in the past during work actions in order to disrupt the Membership's ability to organize.

4

Bring a colleague to a meeting during this busy bargaining session.

We have to be heard and Members' voices matter as well. It is important that we all try to agree on an outcome that is best for all.

5

Let your nearest bargaining team member know they are appreciated.

A kind word goes a long way. Take a bargaining team member out for coffee. They work awfully hard to get a good deal for all. Show them that you care.

6

Wear your “I heart my FA button”

These let people know you are thinking about the current bargaining session. Buttons are available from the FA office and come in several different colours to work with every wardrobe.

7

Take the time to be heard

When an update comes out asking for your opinion on something, even if it is only one sentence, take the time to answer so the Bargaining Team understands what the Membership finds important. Your stories and experiences, really help tell the story behind the numbers. All stories, if used at the bargaining table, are relied in amalgamated format, and anonymized.

8

Volunteer 30 minutes of your time for something the FA is working on for bargaining.

Are you well versed in safety issues, finances, insurance plans, data analysis, talking to people, writing an op-ed piece for the newsletter, etc? We cannot do it alone. Give your Bargaining team 30 minutes of your time so they can focus on bargaining.

9

Talk about bargaining issues with colleagues.

10

Connect to the UOITFA via twitter @uoitfa.ca

11

Give a positive strike mandate to your team.

If it comes to it, support your Bargaining Team by showing your confidence in them with an affirmative vote to give your team a strike mandate. That does not mean we will strike, but it tells the Employer that you are willing to. Remember, the best insurance against a strike is a strong strike mandate.

Little things matter as much as big things. Little things can send strong messages as well as big efforts. We are all busy. Little things start the process of showing that you are committed to a good bargaining process and that you are involved. A visibly involved Membership can be one of the strongest messages of all.