

AT THE TABLE**Bargaining Update**

Our last Bargaining Update came out during a day of bargaining, which was followed by one more half day and the member meeting last week. We can report that some more progress was made, but it was quite slow. We did sign off on Article 13, which now includes T2200As if you are required to work from home, securing you a reasonable right to privacy of your communications and files, and continued laptop privileges.

We were also able to secure one more half day of bargaining (February 22nd) at which it looks like they will be willing to discuss monetary issues for the first time since we presented our proposals in December. This will be useful as we are scheduled to meet with the Conciliator on February 26th.

The most significant development, of course, is you the Members voicing your support for us, your Bargaining Team, and our negotiating position. As we discussed last Wednesday and as you should have seen via email, the Strike Mandate Vote will be held next week (February 22-25). A strike mandate has been shown time and time again to be the best insurance against an actual strike/lock out and a strong motivator for a fair deal to bring your working conditions in line with other universities.

In service,

your bargaining team



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

Q&A SESSIONS

Mon. Feb. 22nd 2016
2pm to 3:30pm
UB 2050

--

Tue. Feb. 23rd 2016
12pm to 1:30pm
DTB 524

STRIKE MANDATE VOTE

Mon. Feb. 22nd 2016
10am to 4pm - UB Atrium

Tue. Feb. 23rd 2016
10am to 4pm - DTA 2nd floor lounge

Wed. Feb. 24th 2016
10am to 4pm - UB Atrium

Thurs. Feb. 25th 2016
10am to 4pm - DTA 2nd floor lounge

MAKE SURE TO BRING YOUR I.D.

Looking back to our last CA

how a positive strike mandate vote made a striking difference

I was asked by a Member at our last meeting to write a short segment on what happened in our last round of bargaining, and the changes that a strike mandate vote made at the table. The Member said that it was important for people to know what an impact that a positive ("yes") strike mandate vote had in getting our contract. First, let's start with a little context. We finished negotiating our very first Collective Agreement (CA) in May of 2010 after months of negotiation. It expired two months after we signed it, and we were back to the bargaining table.

Segment by Hannah Scott - Past FA President



tantly, delaying bargaining by not turning around articles (sometimes holding on to them for months and months without response). We eventually moved to conciliation. Right away, we noticed a change in demeanour from the Administrative team when the conciliator was in the room. Their language changed, turn-around time was significantly faster, and their overall demeanor was greatly improved. The Administration refused to move on a number of issues, most importantly on pay and pay structure.

For those who were here for the second CA bargaining round, our motto was "Normal Tenure! Normal Pay!" This was due to the fact that our pay was last in Ontario, no matter how you looked at it, and we did not have ATB or CDI pay structure like all other universities (we received pay increases along with the staff, providing they could find it in their budget) and our tenure process took 20 months to complete and was highly irregular and difficult to administer. This second round of bargaining was long and arduous. Observers from CAUT and OCUFA stated that the Administration was very disrespectful, often lecturing the UOITFA bargaining team for hours on end, sometimes using condescending language, and most impor-

We eventually moved to a strike mandate vote. Members voted 83% in favour of strike. We took this back to the table and several things happened. First, Administration changed the composition of their team. Second, we completed bargaining in about **three weeks** with a responsive Administration, willing to work on change. It was simply remarkable. The strike mandate vote makes that much difference.

We are trying to achieve normalcy with other universities. Right now, we have more students than we had then, one of the lowest pay scales, and the worst benefits in the province. We can do better. But we have to demand it with a strong YES to a strike mandate vote.

Review of Bargaining to Date

Last Proposal by FA

- Article 15 – Appointments – February 8, 2016
- Article 22/Appendix D – Intellectual Property – IP LOU – February 1, 2016
- LOU – Parental Leave (2) – December 8, 2015
- LOU – Continued Email and Library Privileges – February 5, 2016

Last Proposal by UOIT

- Article 20 – Tenure – February 8, 2016
- Article 21 – Promotion to Full Professor – February 3, 2016
- LOU – Producing Copies of the CA – January 11, 2016

Stalled

- Article 2 – Definition of the Bargaining Unit – FA proposal October 29;
- UOIT verbal response November 30, 2015; FA verbal response February 8
- Article 18 – Official File – December 8, 2015

Signed Off

- Article 1 – Purpose
- Article 4 – Management Rights
- Article 6 – Dues Deduction
- Article 7 – No Strike or Lock-Out
- Article 8 – Correspondence
- Article 9 – Joint Committee
- Article 10 – No Discrimination or Harassment
- Article 11 – Grievance Process and Arbitration Procedure
- Article 12 – Health and Safety
- Article 13 – Working Environment
- Article 14 – Academic Freedom
- Article 17 – Performance Review
- Article 19 – Third Year Review
- Article 24 – Discipline
- Appendix C – List of Arbitrators
- LOU – Employment Equity

Monetary: Tabled December 17, 2015

- Article 5 - Rights and Privileges of the Association (UOITFA and UOIT)
- Article 16 – Academic and Professional Career Workload (UOIT; UOITFA estoppel letter)
- Article 23 – No Layoffs (UOIT)
- Article 25/Appendix A – Compensation (UOITFA and UOIT)
- Article 26/Appendix B – Pension and Benefits (UOITFA and UOIT)
- Article 27 – Vacation and Holidays (UOIT)
- Article 28 – Leaves of Absence (UOITFA and UOIT)
- Article 29 – Term (UOITFA and UOIT)
- LOU – JSPP – (UOITFA)
- LOU – student supervision (UOITFA)