

Team Members

LEE EASTON, CHAIR AND VP
NEGOTIATIONS

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Where we are now

Information gathering from the membership

- Visits to Academic Units
 - Visited 14 academic units and the Chairs Assembly
 - Have 11 more academic units to visit- 10 scheduled

Meet with MRFA Committee Chairs

- Met with MRFA Diversity Committee and the Faculty Evaluation Committee
- Met with Directors of Academic Indigenization
- Members of Joint Diversity and Equity Committee in November
- MRFA President scheduled for late November (Review MRFA Executive Submission)

Surveying faculty

- November 22-December 1

Some Big Picture Items this Round

Term of the Agreement – Government directive for 2019

COLA – Government directive for wage restraint

Essential Services – LRC requirement

Article 21 – rewrite to mesh with Labour Relations Code

What we have heard from faculty so far

- **Reduce precarity** among contract faculty
- **Class sizes**
 - Increases everywhere
 - **Maintain registrant caps in the CA**
- **Workload demands, especially service requirements**
 - Replacing sabbaticals in Limited Term Appointment
- **Benefits**—erosion and need to recapture
- **Contract Faculty Pay** (especially the grid) and Benefits

Bill 7, the Labour Relations Code and Bargaining

We believe the move to LRC is generally beneficial since it provides for more protection including the requirement to bargain in good faith

The LRC allows parties to agree to extending timelines and to agree to the approach bargaining takes. We believe this means that Interest-focused Bargaining remain in effect along with other agreements in Article 21.

However there are some questions

- 1) Article 21 notice provisions were written before the LRC was on the horizon
Implication: Contract talks could start in March 2, 2018 shortening timeframe
- 2) Article 21 calls for enhanced mediation but Labour Code requires formal mediation with a mediator appointed by the Labour Board
Implication: How does enhanced mediation work in relation to the mandatory mediation process?

What is the mediation process under the LRC?

- Either side can request mediation at any time after the meeting when proposals are presented
- The Labour Board appoint a mediator
 - Not immediate but not dragged out

If no settlement, then the mediator can

- Issue no report
- Make a recommended settlement

Either side can be forced to vote on the mediator's recommended settlement (See 2010 Ontario College Strike)

- After a cooling off period of 14 days—which can be extended by mutual agreement—the parties can move to strike or lock-out action.
 - Either action requires Board supervised votes.

As of today:

We intend

1. to provide notice to revise or renew the CA on October 31
 2. Meet with the Board's chief for organizing talks no later than November 30
 3. Undertake CAUT training focused on traditional positional approaches to bargaining
 4. Engage in Interest-focused Bargaining Training in mid-December
 5. Submit our Statement of Interests ("Bargaining proposals") by January 15
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Looking ahead.....

We don't formally yet know the Board's team members

The MRFA President has been advised that Administration will hire an outside negotiator to lead the Board's team

There are concerns about this decision



Next Steps

- Surveys will be released November 22. Please be sure to complete yours by December
- Negotiations Updates in *News to Use*

One final point

In the last round, as part of recognizing sustainable practices, both sides agreed we would move towards a paperless Collective Agreement

- This will also give us the ability to index the agreement and make it more user friendly

So, the next CA will be available to everyone electronically.

- Print copies will be provided to Chairs, Deans and Academic Directors.
- Any Member who desires a print version will be able obtain one from the Faculty Center where we will have a limited supply.