



Committee: ad hoc Long Term Bargaining Goals Review

Committee Sponsor: Mount Royal Faculty Association

Date last Revised: October 27, 2021

Mandate

The mandate of the MRFA's ad hoc Long-Term Bargaining Goals Review Committee is to review the current set of long-term bargaining goals, to review the outcomes of the most recent round, and to update the long-term bargaining goals in advance of preparations for the next round of bargaining. These long-term goals are intended to provide high-level continuity across multiple rounds so that overall progress can be monitored, so that recurring threats can be more easily identified and monitored, and to help inform strategic planning and the development of round-specific bargaining interests

Membership

The committee shall consist of:

- the MRFA President, who shall be chair;
- the Vice-President Negotiations, or designate;
- the Contract Member Representative;
- the Diversity and Equity Officer;
- the Labour Relations Officer, or designate where approved by the President, non-voting; and
- one (1) additional member, appointed by the Executive Board, from among the Negotiating Committee members who served in a recent round of bargaining.

Activities

The activities of the committee include but are not limited to:

- reviewing and updating the Association's long term bargaining goals;
- identifying long term bargaining goals;
- determining which articles of the Collective Agreement are under threat and need to be preserved;
- identifying measures to raise awareness and generate support among the membership and refer specific matters to the Bargaining Communications Committee to work on in non-bargaining periods;
- consulting with the Association's legal counsel, CAUT, and other faculty associations, as necessary.

Authority

The committee is advisory to the Executive Board and shall recommend the updated long-term bargaining goals and strategies to the Executive Board for approval and to the Negotiating Committee for information. The committee may recommend that the Negotiating Committee refer specific items to the Bargaining Communications Committee to improve member awareness and support in non-bargaining years.

Timeline

The Committee may meet at any time in the bargaining cycle, and must meet at least once per year. The committee shall meet within 25 days of ratification of a new Collective Agreement. An updated bargaining goals matrix is to be presented to the Executive Board no later than two months following the signing of a new Collective Agreement, not including the vacation period.

Resources

The Labour Relations Officer shall record and file minutes, implement changes to the bargaining goals document, and provide research assistance as needed. If this committee is called to meet during bargaining, the Administrative Assistant shall provide administrative and secretarial support, including the updating of the bargaining goals matrix, if applicable and in consultation with the Labour Relations Officer.