



Committee: Long Term Bargaining Goals Committee
Committee Sponsor: Mount Royal Faculty Association
Date last Revised: May 12, 2023

Mandate

The Long Term Bargaining Goals Committee shall maintain the Association's Bargaining Goals Tracker and make recommendations on bargaining priorities to the Executive Board in accordance with the *Negotiations Policy*. 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 previous Negotiations Officer, who shall be Chair;
- the MRFA President, who shall be vice-Chair;
- the Negotiations Officer;
- the Contract Member Officer; and
- the Labour Relations Officer, or designate where approved by the President (non-voting).

Activities

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

- reviewing and updating the Association's long term bargaining goal at the conclusion of a round of bargainings;
- identifying and recommend to Executive Board prior to beginning of a round of collective bargaining, which long term bargaining goals should be prioritized, including with respect to the concrete actions outlined in MRFA 2025;
- determining any 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 Collective Bargaining Caucus to work on in non-bargaining periods;
- consulting with the Association's legal counsel, CAUT, and other faculty associations, as necessary.

Meetings

The Committee will normally meet annually outside of collective bargaining.

The committee shall meet within 25 days of ratification of a new Collective Agreement. Additional meetings may be called as necessary by the Chair and in January of the year before collective bargaining commences. Quorum shall be 50% of current committee membership + 1, including either the Chair or Vice-Chair.

Timeline

- An updated bargaining goals tracker 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.
- Bargaining priorities for the subsequent round shall be presented to the Executive Board no later than January in the year preceding a bargaining round.

Resources

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