

Collective Bargaining 101

Winter 2024

Your Faculty Association

- The MRFA is created under the Alberta Post-secondary Learning Act and is a Union under the Labour Relations Code
- Section 85 (3) requires that a faculty association negotiate with the Board of the public post-secondary institution

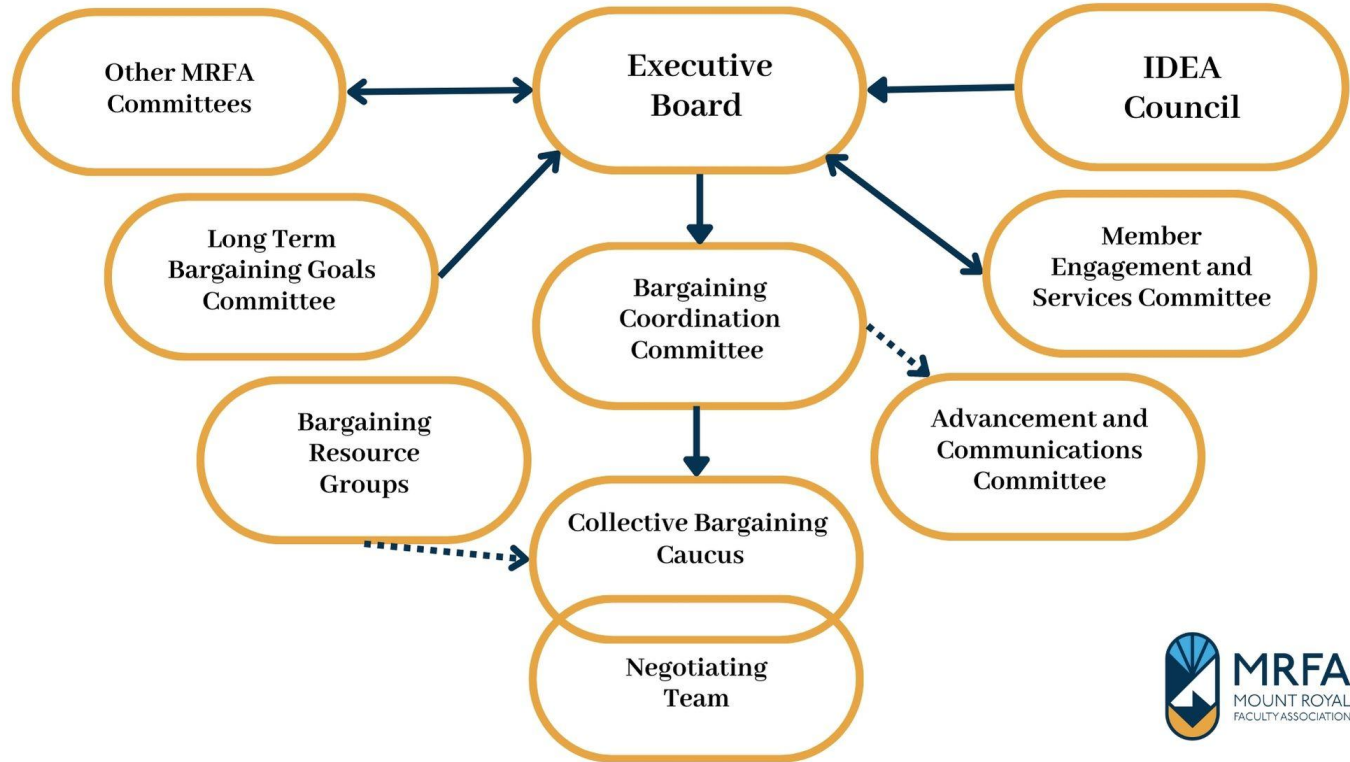


Collective Bargaining

- A structured process for identifying and resolving conflicts over the terms and conditions of employment.
- Without collective bargaining, the employer would have full authority to determine all aspects of the workplace.



MRFA COLLECTIVE BARGAINING CAUCUS COMMITTEE CHART





Both the MRFA and Board Choose Representatives to Negotiate

The Members of the MRFA's Bargaining Committee are:

- **Guy Obrecht** - Negotiations Officer and Chair of the Bargaining Committee
- **Anupam Das** - Vice-Chair of the Bargaining Committee
- **Brenda Lang** - Contract Member Officer
- **Breda Eubank** - Committee Member
- **Vicky Bouvier** - Committee Member
- **Derrick Antson** - Committee Alternate
- **Rotating Seat** - Committee Alternate

MRU Bargaining Committee consists of administrators who are appointed and they change each round. Typically, there are two Deans, an administrator in HR, and a representative of Academic Affairs.

The Board's team represents the employer's interests



Objective of Collective Bargaining

1. The Collective Agreement is the end product of Collective Bargaining and it has to be ratified by the membership and by the Board of Governors
2. The CA can be found at mfra.net/ca
3. The CA details the terms of all faculty members' employment--**you can grieve if terms are violated, misapplied or misinterpreted**



What can we negotiate?

Items such as:

- Salary
- Appointment procedures
- Tenure and promotion systems
- Workload
- Vacation
- Intellectual Property & Copyright



How do we know what to negotiate?

- Input from MRFA Executive and the Long Term Bargaining Goals Committee
- Department visits
- Membership survey
- Scan of other agreements
- Research
- Input from CAUT, etc.

External Resources and Affiliations



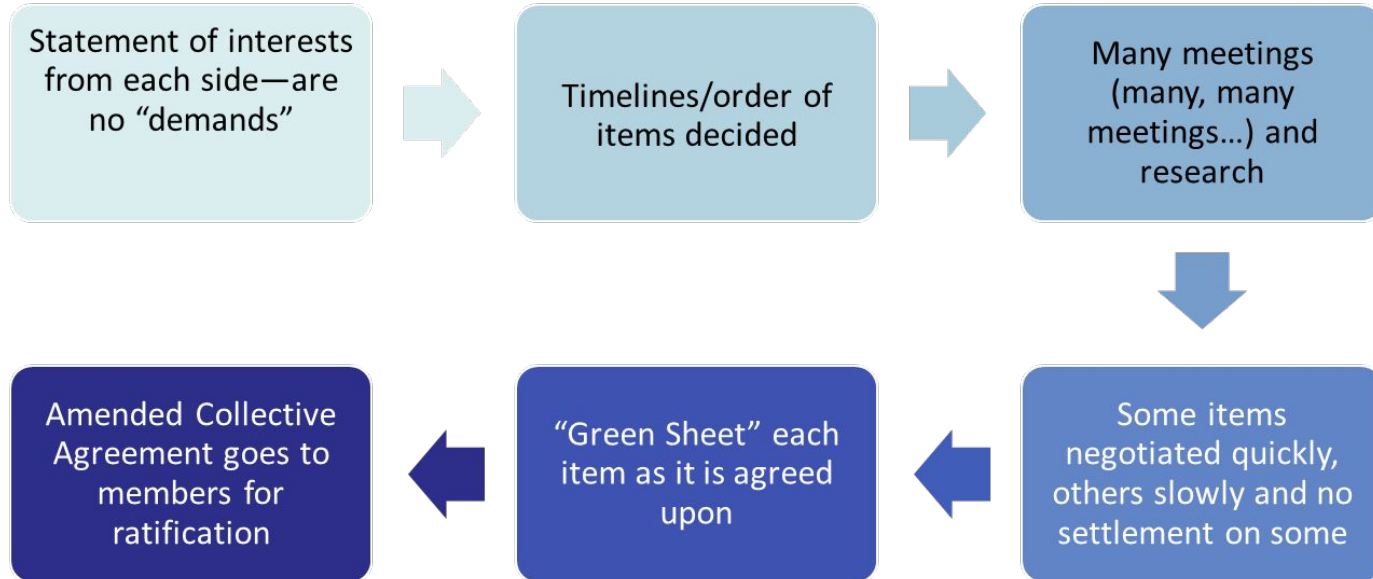
OUR BARGAINING COMMITTEE IS UNABLE TO NEGOTIATE ALL MEMBERS' INTERESTS:
THE BOARD HAS THEIR OWN GOALS AS WELL.



How we engage in bargaining - Interest Focussed

- Both the Board and the MRFA bargaining committees engage in training
- IFB is different than traditional positional bargaining in that both sides try to understand “why” of each side and find common interests
- This process starts with interests rather than proposals (these interests may be in opposition)
- Try to satisfy common interests and balance opposing interests
 - “win-win” bargaining

The Stages of Bargaining Items at the Table



The Collective Bargaining Index

Under the Labour Relations Code of Alberta there are legislated processes which must be followed in the bargaining process. Hows these processes apply at Mount Royal in relation to our Interest Focussed process is detailed in our Collective Bargaining Index





Collective Bargaining Index Levels.

<p>Stage 1: Prepare</p> <div data-bbox="272 321 475 452" style="border: 1px solid blue; padding: 5px; text-align: center;"><p>We are here.</p></div>	<p>In this stage collective bargaining is not taking place, however preparations for the next round of collective bargaining are ongoing.</p> <p>There is no possibility that legal job action will take place because:</p> <ul style="list-style-type: none">i) There is a collective agreement in force, andii) Collective bargaining is not anticipated to exceed beyond the expiry date of the collective agreement.	<p><u>Role of Members at this Stage:</u></p> <p>Communicate issues and concerns to the Negotiating Committee using negotiations@mrfa.net</p>
<p>Stage 2: Interest Exchange</p>	<p>At this stage the bargaining teams (MRFA & BoG) have exchanged letters expressing an interest to begin collective bargaining.</p> <p>There is no possibility of job action during this stage.</p>	<p><u>Role of Members at this Stage:</u></p> <ul style="list-style-type: none">- Be aware of the Bargaining Mandate.- Maintain up-to-date knowledge of the collective bargaining process by visiting the MRFA website.- Maintain knowledge regarding what job action is and when it can be used.



Collective Bargaining Index Levels.

<p>Stage 3: Negotiations</p>	<p>At this stage a new collective agreement is being negotiating between the bargaining teams.</p> <p>The risk of job action is a future possibility, increasing from zero, but the possibility is still very low to low</p>	<p><u>Role of Members at this Stage:</u> Seek information regarding any outstanding questions or concerns that develop by contacting the MRFA office.</p>
<p>Stage 4: Protracted Negotiations</p>	<p>At this stage, the current collective agreement has expired (June 30, 2024) and negotiations continue</p> <p>Informal Mediation occurs.</p> <p>The risk of job action occurring is low to moderate.</p> <p>Current Collective Agreement remains in force until a strike or lockout occurs.</p>	<p><u>Role of Members at this Stage:</u></p> <ul style="list-style-type: none"> - Take advantage of specific opportunities to share information with the Negotiating Committee. - Members should ensure they attend any opportunities to learn about the state of collective bargaining.
<p>Stage 5: Formal Mediation</p>	<p>At this stage the bargaining teams have entered into a Formal Mediation process in order to arrive at a new collective agreement.</p> <p>Collective bargaining is still ongoing at this stage, with or without the assistance of the mediator.</p> <p>The risk of job action occurring is moderate to high.</p>	<p><u>Role of Members at this Stage:</u></p> <ul style="list-style-type: none"> - Participate in actions as directed by the Executive (e.g. information pickets, participating in letter writing campaigns/petitions, communicating accurate information to students and referring them to the Association).



Collective Bargaining Index Levels.

Stage 6: Alert	<p>At this stage, collective bargaining has stalled and mediation has failed to deliver a new collective agreement. The risk of job action (strike/lockout) occurring is high and imminent.</p> <p>The Association has now entered into the 14-day cooling off period following formal mediation. Strike or lock out cannot occur until required procedural steps are complete.</p> <p>Collective bargaining is still ongoing at this stage, but additional leverage and support may be needed from the membership.</p> <p>A Strike Vote will likely be held.</p> <p>At this stage, membership action is vital.</p>	<u>Role of Members at this Stage:</u> <ul style="list-style-type: none">- Seek information regarding any outstanding questions or concerns that developAttend information sessions.- Give feedback on key bargaining issues, as requested by the Bargaining Committee.
Stage 7: Engage	<p>At this point, the Association has declared a strike by serving 72 hours strike notice on the Employer, indicating the date, time, and location of the strike commencement (or the Employer has initiated a lockout). Job action continues until a new collective agreement is reached.</p> <p>Job action is occurring at this stage.</p> <p>At this stage, membership action is critical.</p>	<u>Role of Members at this Stage:</u> <ul style="list-style-type: none">- Job action continues until a collective agreement is reached.- Members are expected to follow the direction of the Executive.

Our Collective Bargaining Timeline

To assist Members in better understanding where we are at in the bargaining process, a timeline will be included in every Weekly Bulletin, linked to the Index, that indicates where we are at in the process.



Collective Bargaining Timeline



Currently at Stage 1: Prepare

In this stage collective bargaining is not taking place, however preparations for the next round of collective bargaining are ongoing. There is no possibility that legal job action will take place because:

- i) There is a collective agreement in force, and
- ii) Collective bargaining is not anticipated to exceed beyond the expiry date of the collective agreement.

The Association is currently preparing for the upcoming round of Collective Bargaining.

Members are encouraged to Communicate issues and concerns to the Collective Bargaining Caucus at negotiations@mrfa.net, and to submit input to the development of the bargaining mandate via the survey to be sent out this fall and at Department visits (where we have been able to schedule these with your departments).



**Current Placement
in the Bargaining Index**

Collective Bargaining Timeline

**Stage 1
*Prepare***

**Stage 2
Interest Exchange
Feb 2024**

**Stage 3
Negotiations
Feb - June 2024**

**Stages 4 - 7 in 2024 - 2025 if no Agreement is
reached by June 30, 2024
*Protracted Negotiations, Formal Mediation, Alert, and Engage***



The Mandate

- Draft presented at November general meeting
 - Four town halls
 - Incorporated the Workload Taskforce Report
 - Incorporated feedback from IFC
 - Now available through MRFA.net
- <https://mrfa.net/wp-content/uploads/2024/01/MRFA-Collective-Bargaining-2024-Mandate.pdf>



Resolve, Recover, Renew

- Strong need to catch up with inflation
 - Compensation and Benefits a priority
- Workload
 - Need to acknowledge the many new challenges and additions to workload
 - Prioritizing the student experience through scholarly teaching and research
- Supporting Contract Faculty
 - Pathways, Pay equity, and benefits
- Collegiality
 - Transparency in governance
 - EDI as a process foundational to collegial relations
 - Fairness and collective support

Next Steps

- Review the final mandate
- Two Special (Hybrid) Meetings to finalize the mandate
 - January 12th at noon and the 15th at 6pm
 - Register through Email from president
Attend and Vote! Your participation is



Discussion and Q and A

This will be a mentimeter slide
with open comments