

Bargaining “Meet and Greet”

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<http://ulfa.ca/bargaining/>

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Goals

- Introduce the bargaining team leaders
- Discuss some of the major differences introduced by Bill 7
- Give an update of the current situation
- Open the floor to questions and comments

Team leaders

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Handbooks Bargaining, 2015-2016

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Context

- Province passed Bill 7 (modifications to the *Post Secondary Learning Act* [PSLA] and *Labour Relations Code*) in April 2017
- Turned Faculty Associations into Unions (5 year freeze)
- Opened Lockout/Strike for impasse resolution (required by SC)
- Moved labour relations into the *Labour Relations Code*
 - Provides a referee for misbehaviour on the part of management
 - Gives (new) unions a say in designation issues
 - Changes dates and process for negotiations

Result: Changed timelines and process

- Completely different schedule and format (Windows vs Contract end)
- Both money and terms have end date (previously only \$ did)
- Can no longer “stonewall” on terms (all conditions must be negotiated to settlement)
- Money and terms are negotiated at a single table (Can trade money for terms and vice versa)
- The ultimate arbitration is who can best withstand a lockout/strike (even if we were to be sent to arbitration, the result is supposed to reflect relative strength)

OMG! So we're going to have to walk a picket line?

- In practice, job action is very rare in this sector in Canada
- Tend to come after labour relations deteriorate (ours are generally o.k.)
- Lockouts and strikes hurt universities as well as cost employees
 - Reduce enrolment (e.g. U of M)
 - Anger government (We don't want more questions in the legislature)
- If management miscalculate, ULFA members have built up an appropriate job action fund (\$160/day net)
 - *Richest* member would need about \$8k in savings to avoid a paycut; most *much* less (between \$1k-3k in savings for most).
- A lockout is *very* unlikely; a strike even less so.
 - Membership must vote for a strike. Government clear about no lockouts.

Where are we now?

- Currently in pre-bargaining
 - Essential Service Agreement (ESA)?
 - Awaiting ruling from ALRB on Sessional/Faculty bargaining unit
- Expect to begin bargaining relatively soon--probably in March
- Difficult to say yet what the issues are going to be
 - Many in province say \$; Government indicates funding will reflect previous years
 - Management have indicated sessionals and grievance
 - We're still finishing our mandate (and don't want to say too much yet).
- Follow our blog and/or twitter feed and/or join our Facebook group!

Thank you

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