

Bargaining update

ULFA Fall AGM

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Outline

- Introductions and thanks
- Where we are
- How we got here
- What we can expect
- Next steps
- Some changes in the organisation of the Bargaining Teams
- Upcoming events
- How you can help

Introductions and thanks

- Members of the bargaining team:

- Rumi Graham
- Paul Hayes
- Joy Morris
- Dan O'Donnell
- Rob Sutherland
- Kelly Williams-Whitt
- Terry Sway
- Derrick Antson
- Annabree Fairweather

- Members of the joint Handbooks/
Economic Benefits Committee

Olu Awosoga, YJ Bao, Vishaal Baulkaran, Rebecca Carruthers Den Hoed, Adam Carter, Lance Chong, Shahadat Hossain, Michael Madore, Josh Markle, Ian McAdam, Chad Povey, David Scott, Locke Spencer, John Zhang

Where we are

- 12 Articles, 1 Schedule tentatively settled (<http://bit.ly/ArticlesExchanged>)
- ~24 Articles, ~22 Schedules still to be settled
- “Easy” items mostly complete
- Far apart on some major items

Where we are: Settled articles

- 1 (old) Preamble and Objectives. September 11 (8 exchanges)
- 3 Amendments. October 22 (11 exchanges)
- 7 Annual meeting. June 4 (3 exchanges)
- 8 Delegation. June 4 (3 exchanges)
- 9 Personal Files. December 4 (7 exchanges)
- 10 Courses taught in addition to assigned teaching duties. November 15 (9 exchanges)
- 23 Mediation. July 16 (5 exchanges)
- 24 Appeals of recommendations by STP/Appeal Committees. November 15 (7 exchanges)
- 27 Holidays. November 15 (5 exchanges)
- 28 Vacations. June 19 (5 exchanges)
- 30 Travel fund and expenses. November 15 (4 exchanges)
- 31 Research fund. November 15 (4 exchanges)
- C Copyright (old schedule E). June 18 (3 exchanges)

Where we are: Slow movement/hardening positions

Close but difficult-to-bridge language

- 4 Applications and exclusions (5 exchanges)
- 5 Recognition (5 exchanges)
- 6 Communication and information (5 exchanges)
- 29 Intellectual property (3 exchanges)

Apparently hardening positions

- 15 Instructors and Academic Assistants (2 exchanges)
- 26 Termination (1 exchange)
- 34 Leaves of Absence (2 exchanges)
- "35" Sessional lecturers (2 exchanges)
- A Salary Schedules and Stipends (2 exchanges)
- B Economic benefits (2 exchanges)

How we got here

- Bargaining since April
- 61 hours, 20 meetings
- Only month off was August
- All Articles and Schedules have appeared
- ~162 proposals for Articles or Schedules have been exchanged
- 1 attempt at a creative solution: the “Expedited Package”
 - Trade some potential bridging for movement on important language
 - Offered Board of Governors savings over loss at ALRB
 - Offered us language we wanted and some of the money we think we’ll be owed in event of win
 - Didn’t hit the sweet spot

How we got here

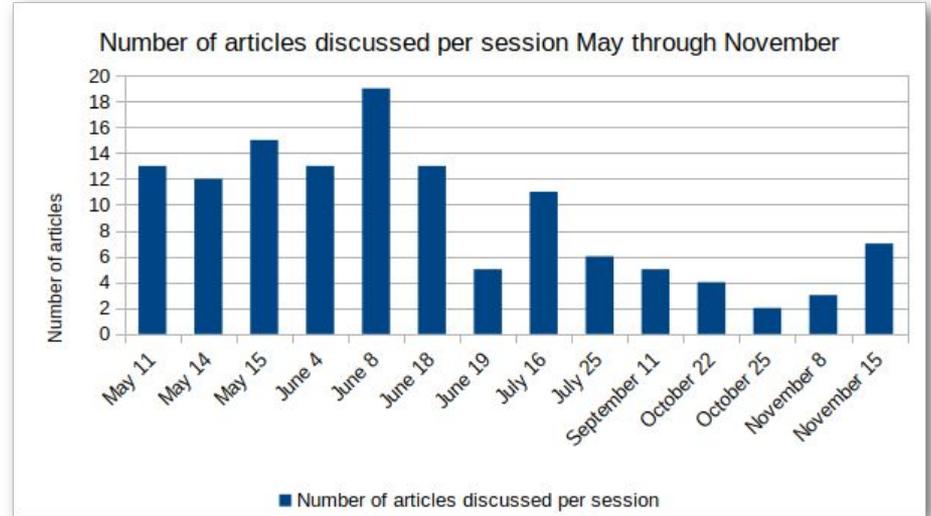
- Discussions in the room remain polite and constructive, but Board is engaged in “Hard bargaining” on a number of very important issues
- This is common across the province (Athabasca, Edmonton, Calgary last year, AUPE)
- “Don’t let a good crisis go to waste”
- But we have a couple of advantages that mean we don’t have to acquiesce and can push back
 - Good solidarity and support
 - Early start on our Job Action fund and strong Job Action Committee
 - COLA language that (in our view) requires payment in the absence of agreement

What we can expect

- We have a sense that the Board may have established its mandate before it realised our situation (or that they didn't care how strong we were in establishing it)
- They still don't seem to be willing to acknowledge that a settlement requires both sides to agree
- In dealing with Hard Negotiation tactics, time is the main solution
 - Need to see that it isn't producing results
 - Allows us to get everything but the crucial issues out of the way
 - Gradually clarifies the issues
- Finally, either one side knuckles under or we find a creative way to bridge the divide

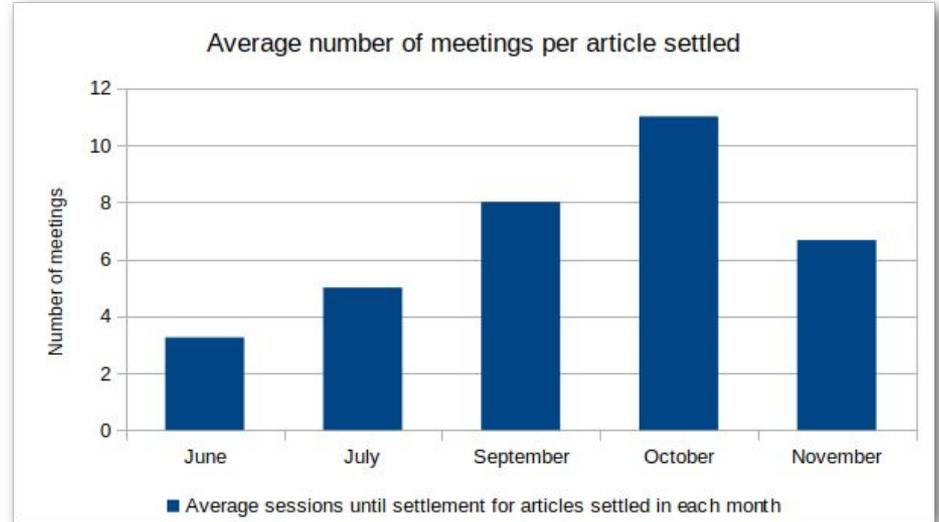
What we can expect

- Slowing down of negotiations as articles get harder and disagreements more fundamental



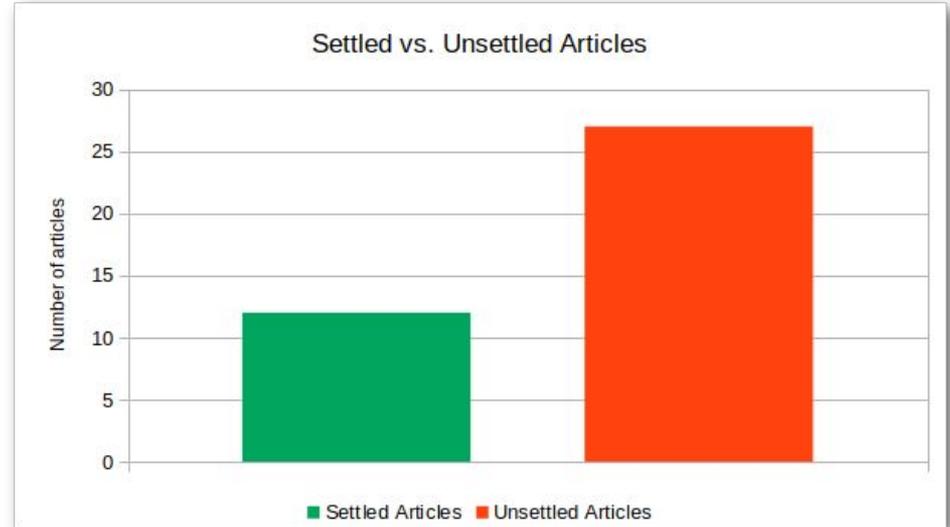
What we can expect

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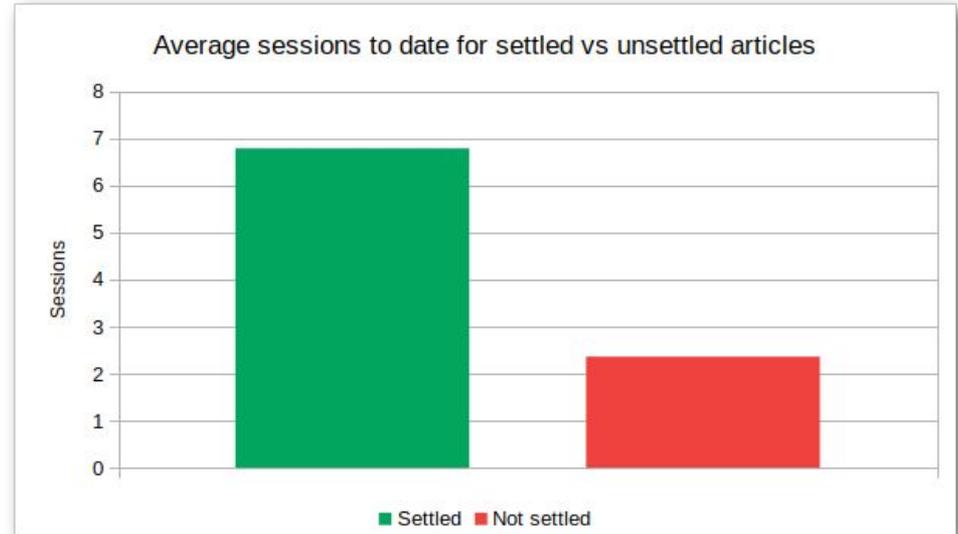
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- But the fact that we are turning to the tough stuff now, means that we have a long way to go:
 - Most articles are not settled



What we can expect

- Slowing down of negotiations as articles get harder and disagreements more fundamental
- More exchanges per article
- But the fact that we are turning to the tough stuff now, means that we have a long way to go:
 - Most articles are not settled
 - While the average article has taken about 7 exchanges to settle, the average remaining article has had two exchanges.



Next steps

- ALRB decision on our bridging complaint may help shake things up
 - Jan Resolution conference
 - Feb Hearing
 - ¿Mid-March decision?
- In the meantime, redoubling our efforts in messaging
- Preparing for a fairly long slog
- Preparing positions for a variety of eventualities:
 - Victory at the Labour Board
 - Loss at the Labour Board
 - Sudden movement in negotiations
 - Sudden breakdown of negotiations

Next steps

- Not sure what happens after the Labour Board hearing, but are preparing for a long period of hard negotiations
- Prefer to finish this Spring but must be ready for
 - Summer 2019? Fall 2019?
- While the likelihood of job action remains very low, we must as members prepare for the possibility
 - When we discussed ultra-low possibility last fall, it was before we saw that the Board of Governors planned to Hard Bargain
 - One end game for Hard Bargaining is job action on one side or the other
 - They are reciprocally related: best tactic in the event of a lockout is a countervailing strike

No union-initiated job action
happens without a strong
mandate from the
membership

Job action is not likely. But
all members should be
prepared whenever there is
a tough climate.

Lockout/Strike Pay Reminder

- Goal of fund was to be able support a four week job action (the average length) at **\$160 per calendar day (net) per person**;
- Because we started early, we believe that we can come very close to this amount (calling on all insurance and lines of credit) in the event we are forced to during this round of negotiations;
- This would hurt us all--we'd be paying it back for years; but we could do it in the event we had to.

We don't want a Lockout or a Strike (and still don't expect to see one). But if we are forced to, the U of L faculty *already* has taken steps to ensure access to sufficient funds to withstand the average job action.

Some organisational changes

- Board team:
 - Ed Jurkowski left for Manitoba in October
 - Rob Wood replaced him as co-chair of Board team
- ULFA team:
 - Paul Hayes went to Japan for the Fall, departing in August
 - Rumi Graham, formerly an observer, moved into his spot on the team
 - Rob Sutherland, who replaced Paul as EBC Chair, was added as a new observer
 - Dan O'Donnell maintains role as Chief Spokesperson for bargaining, but stepped down as Handbooks Chair in December
 - Joy Morris took over the role of Handbooks Chair
 - Just started adding a rotating Observer from our joint bargaining support committee (succession and experience)

Upcoming events

- ALRB January 8
- Town Hall for Instructors and AAs Wednesday January 9, 2-4, L1114
- Town Hall for Instructors and AAs Thursday January 10, 1:40-4, L1114
- ALRB February 6-7
- Semi-regular Town Halls for all Members TBA
 - Several Fridays in Lethbridge
 - A Wednesday in Calgary

How you can help

- Stay informed
 - Read the blog <https://www.ulfa.ca/bargaining/>
 - Talk to bargaining team members if you have questions or concerns
 - Come to Town Hall meetings and share your thoughts
- Help us keep other Members informed
 - Like/share/retweet blog posts on social media (Facebook ULFA, twitter @ULFAssociation)
 - Talk about bargaining updates with your department/area colleagues
- Help us with communicating our message
 - Let us know if you have significant ties to Lethbridge and are willing to be profiled
 - Let us know about colleagues who have strong ties to the community and might consent to be profiled
 - Similarly for the Calgary campus and Members who have significant community ties there
 - Let us know if you are interested in working on messaging and keeping public and Members informed