**CAUT Stronger Together Conference:**

**Achieving Fairness for Contract Academic Staff**

**October 20-21, 2017, Toronto ON**

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Day One: Bargaining, grievance handling and mobilization issues

* Session 1: A focus on where contract faculty (CF) are & how CF got there: growth of precarious work and challenges of bargaining
  + the panel spoke about what we know and what we don’t, underscoring importance of CAUT survey
* Session 2: Overview of gains and continued challenges in CF bargaining by 3 CF Bargainers
  + Jim Gerlach was one of three speakers for this session
  + importance of ensuring grievance issues and issues not covered by CA are incorporated into bargaining
    - Are we keeping a running list of issues brought forward not covered by CA?
* Lunch: bussed off to Humber College to participate in a rally for OPSEU
* Session 3: 2 experienced Grievance Officers discussed the challenges of representing CF
  + diverse, contingent, precarious labour presents special challenges
* Session 4: 3 advocates of a mobilization model discuss importance of engaging/including the membership & allies
  + just as important as strong bargaining and grievance handling in successful unions
  + Western U’s Alison Hearn spoke of their “Stronger Together” campaign where FT faculty put CF issues as #1
  + Should WLUFA have a CF committee? (Or is it sufficient that CF sit on committees?)
* Session 5: 3 activists examine necessity of collective action
  + Pam Frache summarized the $15 and Fairness campaign
  + examples of mobilization: $15 and Fairness movement, FEW & importance of building alliances
* Session 6: joined groups and had brief preparation for Day 2

Day Two: Development of hands-on skills-training to equip participants with the campaign tools

* Given a case study and rejoined assigned groups to address different ways to mobilize: bargaining, grievances, visual material, smartphone movies, media/interviews
  + worked in groups and then presented to whole in the afternoon

Conference messages:

1. We must work together to bring change: cross campus alliances are critical. All associations/unions across campus need to see each others’ issues as their own. Particularly, CF need regularized faculty to see our struggles as their own. Unfortunately, there are too many cases across the country that make it clear that CF’s work or expertise is not valued. How can WLUFA work on creating a climate of support within the Full-time Faculty for CF?
2. We need more information on the demographics of our faculty. Some information on CF is collected by WLUFA. CAUT is doing a CF survey, but the results may not be available (i.e., separated) by university.
3. Mobilizing members well and campaigning is a multi-faceted, time-consuming, and plan-heavy set of tasks.
4. Responding to journalists requires staying on point – so it helps to have a key message that everyone sticks to.
5. Smartphone video tips: hold phone horizontally, don’t film in front of windows, use backgrounds with little clutter, maintain eye contact with camera during filming right to the end (it’s common for participants to look at filmer or cue cards at end thinking the filming is over), keep it simple, have music (low volume), use captions, show participants’ names in film as they appear.