

## CAS Negotiating Team Update, August 31, 2016

Tick Tock

By Anne-Marie Allison

The Collective Agreement (CA) for Contract Faculty and Part-time Librarians expires at midnight tonight. We are still in negotiations, so the current CA holds upon expiration until a new one is ratified.

Since the last negotiations update (July 29), there has been one day of scheduled negotiations in August. There are five scheduled days of negotiations in September, and more in October.

Yesterday we reached an agreement on two-year renewable appointments: now they shall be recommended and not unreasonably denied. We maintained our stance against an Administration proposal which seeks to delay achieving seniority. We reiterated our proposal that there be an elected CAS representative on search committees for senior Administration positions and stood firm on reasonable access to office space and T2200s.

The Administration did not present their compensation package as they had assured us at the end of July they would. Nor have they formally responded to our benefits proposal. The Administration says they cannot manage one-year contracts, due to logistical reasons (e.g., enrolments for Spring not known early enough). We are also still waiting for responses to items like improved supplementary benefits for pregnancy and parental leaves; compassionate care and family caregiver leaves; equity in appointments; evaluations of music coach-accompanists and music therapy supervisors; the Roster; improved eligibility for research support grants; and anything monetary that we have already presented. Discussions continue on matters like PhD/post-doc teaching, discipline, and several Appendices.

Given the critical state of negotiations---that all major items relating to Members' top three priorities (job security, compensation, and benefits) have been tabled but not settled---it is of paramount importance that **all Members come out to one of the scheduled Bargaining Unit (BU) Meetings in September: Wed. Sept. 14, 11am—1pm, Brantford; Thurs. Sept. 15, 11:30am—1:30pm, Waterloo** (details to follow). At the BU meetings you will hear directly from your CAS Negotiating Team about the status of negotiations.

Be sure to come to the BU meeting nearest you and have your say!

In Solidarity,

Your CAS Negotiating Team