### **CF Negotiations Update**

After intensive bargaining for 8 days in June, negotiations resumed on September 13. Late on Thursday, negotiations stalled yet again on matters of equity and fairness. As a result, we have filed today for conciliation (see Step 7 in the Bargaining Basics for CF).

Please stay tuned to emails for blast surveys and upcoming Zoom meetings.

In Solidarity,

#### The CF Negotiating Team

Anne-Marie Allison, Co-Chief Negotiator
Jim Gerlach, Co-Chief Negotiator
Brennan Connolly
Sobia Iqbal
Carl Simpson
Terry Poirier, WLUFA Executive Director
Linda Watson, WLUFA Staff

#### **Action Committee**

Kimberly Ellis-Hale, Chair Elin Edwards Brent Hagerman Michele Kramer Karen Lochead Marybeth White

## For more information on negotiations

**WLUFA CF Negotiations** 

Facebook WLU Contract Faculty
Twitter @PrecariousWLU
MyLS Contract Faculty Community
(contact Kimberly)

# **Bargaining Basics for Contract Faculty** Information Gathering Our Negotiating Team (NT) gathers information from us through members' surveys and meetings, and reviews of Letters of Understanding (LOU), Joint Liason Committee (JLC) notes, grievance files, post negotiations files, and our current Collective Agreement (CA). Priority & Mandate Development Based on a review of information gathered, our Negotiating Team identifies our review of information gathered, our Negotiating Team identifies untop priorities and needs (contract language around these has not yet been developed). Our Negotiating Team presents the identified top priorities and needs to our union (WLUFA) executive for approval to take them to the membership (us) for final approval. With approvals at both levels, the Negotiating Team now has a mandate. Language Development With a commitment to achieving their mandate, our Negotiating Team identifies Collective Agreement editorial changes and refinements to be made, creates proposals. develops specific language, and develops supportive Protocol Our Negotiating Team and Administration set out meeting frequency and dates, proposa exchange logistics, and who each team can communicate with. At the Table Complete proposals are exchanged followed by intense periods of negotiations. As the teams negotiate, Articles and clauses are tentatively agreed to and set aside. Sometimes Articles or clauses are 'parked' and revisited at a later point. If the negotiating teams can't reach an agreement on one or more Articles then they have reached an impasse. Bargaining Impasse In concentrated bargaining (which is what we have been engaged in) when an impasse is reached, the Action Committee engages with and mobilizes the membership in preparation for a strike enabling vote. If successful, the WLUFA executive can call a strike if a deal isn't reached by a certain date. If it fails, our NT's power is drastically reduced. Talks ween the two negotiation teams often continue **Bargaining Impasse: Conciliation** Provincially mandated, conciliation involves a provincially appointed conciliator who tries to assist both sides as they continue to work towards an agreement. If no agreement is reached, the conciliator files a 'no-board' report to the Minister of Labour Bargaining Impasse: No-Board Once the no-board is filed, the strike clock starts to tick - 17 days from a no-board, we would be in a legal strike position and Administration in a legal lock-out position. Talks usually continue during this time but a job action (a strike) could take place at any timafter the 17 day countdown. **Bargaining Impasse: Mediation &** Arbitration If both sides agree, mediation with the assistance of a third party can happen - past Negotiating Teams have found this helpful. Additionally, a paid, professional arbitrator can be brought in with the agreement of both parties. This 'hard bargaining' has never been used in our negotiations. **Bargaining Impasse: Strike** If there is no agreement reached between the parties by the deadline established by our Negotiating Team, a strike will be our clearest path to