

## Bargaining Unit Meeting: Negotiations Update for Part-time Contract Academic Staff and Part-time Librarians.



Monday, January 31, 2011, 11:30 a.m.  
A509 - Aird Building, Music Department  
Light lunch and refreshments will be served.

Our chief negotiator will report on negotiations to date  
Come and support your Negotiating Team

*Are negotiations going slowly?*

## Making good progress, negotiating team continues to work hard

The WLUF Bargaining Team has heard concern expressed by some Members regarding the pace of negotiations.

There seemed to be some delay before negotiations actually began precipitated by interference by the Ontario government in the Collective Bargaining process.

Although WLUF did not agree to the government's request late last summer to pause negotiations, the effect was to delay progress at all tables as both universities and faculty associations sought to react to the government's actions. The WLUF table was no exception.

At the same time, there was a change in the University's Chief Negotiator, prompting an even later start to negotiations to renew the part-time Collective Agreement.

The government's request for agreements with no wage increases for two years also contributed to a delay in serious negotiations as both Universities and Associations participated in the consultation process and attempted to assess the impact on local negotiations.

While the WLUF negotiating team is not dismayed by the pace of negotiations - in fact, our progress has been pretty much the same as in other negotiating years - they were disappointed by the late start to the process that resulted from the government's actions. In fact, the teams have made progress on a number of issues including working environ-

ment and improved transparency in the hiring process.

The government's August announcements remain distractions. However, Collective Bargaining of faculty agreements continues at the local level, as it should.

Both arbitrated settlements and negotiated contracts for faculty have failed to observe the Government's request for zero percent wage increases.

The Teplitzky arbitration at the University of Toronto awarded scaled wage increases amounting to 2.25% for both 2009/2010 and 2010/2011(OCUFA report Oct. 12).

At Western, negotiations have resulted in wage increases of 1.5% each year for four years. With other components of compensation, this results in a compounded increase to base salaries of 8.82% over the four years of the agreement (OCUFA Report Nov. 16).

More broadly, only about 25% of public-sector contracts negotiated since the Government's March budget contain zero percent wage increases (OCUFA Report Sept. 21). In fact, in the private sector, average negotiated wage increases in Ontario in September were as high as 2.2% (OCUFA Report Nov. 16).

Rest assured that WLUF will certainly be seeking the compensation increases for CAS members that are required to attract and retain the instructors that our students deserve.

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**Questions or comments?** Contact Denise Davis-Gains, WLUF communications coordinator: [ddavisgains@wlu.ca](mailto:ddavisgains@wlu.ca)

## Reporting on negotiations: “Good faith” vs “Bad faith” bargaining

One of the frustrations that occurs when a contract is being negotiated through the Collective Bargaining process is how little actual information about what is happening at the “table” can be communicated to members. The reason for this is rooted in the protocols that both union and administration negotiating teams must observe, particularly in relation to “bargaining in good faith.”

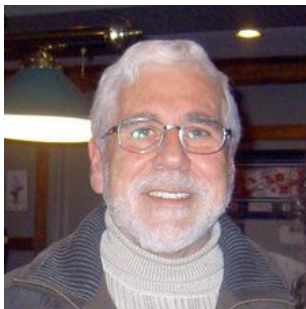
In a unionized environment, the parties are required under provincial labour legislation to make every effort to conclude a collective agreement. A key component of this is that all bargaining must occur at the table, between the negotiating team for the union and the negotiating team for the university.

What that means is that information about what’s happening at the table must be carefully communicated such that it does not seem as though the bargaining process is occurring more away from the table than at it.

Reporting on what is happening during negotiations must be undertaken very carefully. It would be considered “bad faith” bargaining to be seen as inciting unrest among the membership, in the same way that disparaging marks against WLUFAs by the university would be considered bad faith.

Your negotiating team will make every attempt to let the membership know the progress of negotiations and will not keep information from our members that they have the right to know. Understand, however, that reporting on the specifics of what is said and done at the table day by day is a grey area and must be approached very carefully.

As WLUFAs members, we can be assured that we have a strong negotiating team that understands the needs of our bargaining unit well – and that will be doing everything they can in the necessary negotiations to achieve a fair contract.



### In memoriam: Hermes Martinez

Long-time CAS Spanish instructor, Hermes Martinez, passed away the morning of December 30, 2010. Martinez taught in the Languages and Literatures Department for nearly 10 years.

He had just finished teaching a second-year Spanish course and was scheduled to teach another in the winter term. He was a bright, creative colleague, with a keen sense of humour, and generous to a fault. We will miss him!

Our condolences to his family and friends.

### Useful links:

## Blogs by and for the part-time professor

*AdjunctNation*, a magazine (now electronic) aimed at part-time university instructors, regularly has interesting and helpful information, including forums, job lists, and an online store.

Lately, one of the most interesting sections has been their collection of blogs on an assortment of issues pertinent to part-timers. Here are links to those listed on [www.adjunctnation.com](http://www.adjunctnation.com):

- Super Adjunct, <http://adjunctnation.com/blogs/super-adjunct/>
- Negotiating the Paradox: Adjuncts & Writing, <http://adjunctnation.com/blogs/reading-writing/>
- The New Adjunct, <http://www.adjunctnation.com/blogs/the-new-adjunct/>
- Teaching in Pajamas, <http://www.adjunctnation.com/blogs/teaching-in-pajamas/>
- The Mentor Is In, <http://www.adjunctnation.com/blogs/the-mentor-is-in/>
- Juggling 101, <http://www.adjunctnation.com/blogs/juggling-101/>
- Freeway Flyer, <http://www.adjunctnation.com/blogs/freeway-flyer/>
- Adjunct by Choice, <http://www.adjunctnation.com/blogs/adjunct-by-choice/>
- Lesko Blog, <http://www.adjunctnation.com/blogs/lesko-blog/>
- Part-time Thoughts, <http://www.adjunctnation.com/blogs/part-time-thoughts/>

## Making CAS visible: t-shirts and buttons

Over the years, our yellow “Part-timers give Full Value” buttons have done a good job making our members and supporters visible. (Contact the WLUFAs office if you need one: [wlufo@wlu.ca](mailto:wlufo@wlu.ca)). We’re happy to let you know that WLUFAs CAS t-shirts have finally arrived and will be distributed to CAS members in the near future as well!