

On November 11<sup>th</sup> the Bargaining Team had its first substantive bargaining session with the Employer. We provided the Employer with approximately 160 proposals organized according to the eight priority areas passed at an SGMM\* on August 18. There are about 25 proposals left to be passed at the SGMM on December 8th.

At a November meeting, the Employer provided a package of what it calls 'non-monetary' proposals. While most of them are relatively inconsequential (i.e. changes to grammatical errors in the existing Collective Agreements), they do include **concessions**. Some concessionary proposals affect all Units. Others **attempt to insert a wedge between Units by offering incentives to one at the expense of another**.

All of these are potentially significant changes to our Collective Agreements, though they represent only a small portion of the proposals the Employer will eventually table. Indeed, **the Employer consistently refuses to provide their monetary proposals**, citing the need to "build momentum" before engaging in substantive negotiations. The proposals outlined here, however, are **hardly momentum builders**.

Some notable examples include the Employer:

- Tabling (bringing forth) a proposal to **increase Unit 1 Course Directorships** (i.e. teaching "tickets") to 100. Currently, the Unit 1 agreement allows for 35 Unit 1 tickets as well as an additional five for Environmental Studies and up to five for Education. This proposal **decreases the pool of work available for Unit 2 Contract Faculty**, and coupled with other proposals essentially allows the Employer to eliminate all Unit 2 work within any department of the University. This has already happened, for example, in the Math Department
- Tabling changes that **make it possible for Members to be informally evaluated not once a year** (as the CA currently specifies) **but once per course**, meaning that if a Member were teaching at the CAP of 5.5 courses, they would potentially be facing 11 evaluations per year. Efficient!
- Proposing **unreasonably short deadlines on offers of appointment**: during the summer, members would be expected to sign back their offer of employment within 3-5 days of (hopefully) receiving offers in the mail, putting the onus on Members of 3903 to ensure that contracts are processed and paid on time. As you know from the September pay debacle, it is the Employer's side of the process that is at issue
- Using **signing deadlines as part of a larger attempt to reform the present Unit 2 CAP system**, which includes a proposal to allow the Employer to actively discipline those who go over the established maximum workload. In effect this punishes 3903 Members for the Employer's act of hiring them
- Proposing the **elimination of virtually all our language around 'technology'**, including existing articles in our Collective Agreements that prevent technology from being considered a teaching qualification. For example, a lack of familiarity with Moodle could then be used to exclude members from getting hired. This is of great concern given the Employer's stated intention of moving towards

'blended learning', a code word for online learning that threatens to eliminate course contact hours and thus work for our Members

- Asking that we **change the base year** – from 2008 to 2011 – **for calculating fund indexation**. This means that for the present year there would be no increase in funds (childcare, extended health, professional development -- all those things members rely on) because, by this math, membership is what it was in 2008.

What's next? More updates, as it happens.

However, while keeping members INFORMED is a top priority for the Executive and Bargaining Team, THIS WORK DOES NOT DO ITSELF. Want or need more info? Then step up to see what you can do to help.

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*\* Regular membership/union business happens at GMMs (General Membership Meetings); an SGMM is "Special," where only a particular item can be on the agenda (e.g. bargaining)*