

Bargaining Update from BUFA

#11 – A Week of Bargaining

Dear BUFA members,

We have just completed a round of bargaining over four days this week. This round included significant progress on **Article 8 – Qualifications by Rank**, as well as new proposals on **Article 9 – Workload** and **Article 11 – Evaluations**. We have also received a verbal reaction to the compensation proposals we submitted in July; that reaction included no concrete counterproposal, only a raising of the issues and thoughts the Employer is working through, as well as a few questions for our team. Their reaction has not yet given us any indication of how close or how far apart our positions may be.

Latest News

- We believe we are close to agreement on Article 8 – Qualifications by Rank
- We have submitted our proposal on Article 9 – Workload. This proposal includes the completion of the transition to a standard 15 credit hour workload for the professorial ranks, provisions to give people in the PA, IA, and AA ranks greater ability to manage their workloads, and provisions around EDID in assigning workload
- The Employer has proposed new language for Article 11 – Evaluations, mainly to make evaluations more practical for Deans, and also for evaluations to reflect more fully all qualifications (not just teaching)
- We met for the second of two agreed days of negotiation at the Winnipeg Campus on August 10

What they said...

- They believe we are close to finding agreement on Article 8; their most recent counterproposal included only a small number of changes from our last proposal
- They will not provide a counterproposal to our compensation package for some time, as they need to consult several outside experts (pension actuaries, benefits consultants) and assess the costs of the whole collective agreement
- Their reception of our workload proposals was generally positive, with some exceptions; they noted an understanding of our intention to treat members in different areas more equitably and to increase the predictability, stability, and fairness of workload assignments for all members.

What's next?

- Early next week, the Negotiating Team will be consulting with members of the Status of Women Review Committee as well as other members engaged in EDID groups or work as we finalize our proposal on Article 31 - Positive Action to Improve the Status of Women
- We have drafted the new Rights and Responsibilities article, which we are reviewing in preparation for presentation to the Employer in September

- We are also working on our proposals to Article 7 – Appointments
- We are reviewing the Employer’s proposal on Article 11 – Evaluations in light of the feedback we received from members during our consultations; we will be preparing a counterproposal for submission in September
- We have begun scheduling bargaining dates in the Fall term
- We are planning to organize small group meetings with BUFA Members in the last two weeks of September; you will receive an invitation to your small group meeting early in September. These meetings will be an opportunity to receive more information on bargaining to date, as well as to provide feedback or ask questions directly to a member of the negotiating team.

In solidarity,

Your Negotiating Team

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Alex Braun
Derrek Eberts
JT Godin
Jane Karpa