

Bargaining Update from BUFA

#9 – Compensation and Qualifications

Dear BUFA members,

Negotiations have been progressing slowly but surely over the past month. After presenting our proposals on Article 8 (**Qualifications by Rank**), Article 12 (new name: **Tenure and Continuing**), and Article 13 (new name: **Promotion and Reclassification**) in June (as reported to you on June 19), we have continued to prepare new language. We received the employer's response on those three articles this week and are pleased to note that we are in agreement on the direction and a good portion of the content of all three articles. Yesterday, we put forward our **compensation package**, which includes a plan to make gains that move toward catching us up for the damage the PSSA mandate and high inflation did to our real salaries over the past four years.

Latest News

- We have exchanged proposals on Articles 8, 12 and 13
- We are making significant progress on EDID and Indigenization language in these articles
- Compensation proposal includes improvements to salary, pension, benefits, PDA, and sabbatical salaries, among other things
- A few items from our information requests remain outstanding

What they said...

- They agreed with much of our approach on Tenure, Continuing, Promotion, and Reclassification
- In the Qualifications by Rank article, they proposed some new language on equivalencies that would significantly change current practice
- They have proposed to remove one specific position from the bargaining unit – we have spoken to the member in that position and formulated a response
- They have not yet reacted to our compensation proposals

What's next?

- The Negotiating Team continues to work on language on Rights and Responsibilities and Workload
- We have planned negotiation sessions the weeks of August 7 and August 21, and we have proposed availabilities for the Fall term
- We have also indicated to the employer that we are concerned about the slow pace of negotiations – they have indicated that they are prioritizing BUFA bargaining and will work on meeting more often.

In solidarity,

Your Negotiating Team

Lisa Robson
Alex Braun
Derrek Eberts
JT Godin
Jane Karpa