

Bargaining Update from BUFA

#17 – Eight Days a Week

Dear BUFA members,

The strike mandate has had the intended effect: the Employer is coming to the table more frequently and prepared to discuss bargaining proposals. Your bargaining team spent reading week working intensively on negotiations; working 12-hour days at the table and/or in caucus, consulting with experts, working through weekends, and sending and receiving lots of email. This has resulted in some progress, though our priorities remain unresolved.

Latest News

- We have now received all of their proposals and at least one response on each of ours; this includes a brand new proposal from the Employer on Article 32 – Sexual Harassment. The Employer indicated at the outset of negotiations in February 2023 that they would be opening this article, but we received nothing in writing until now
- Putting a brand new proposal to us after we obtained a strike mandate raises some concerns that the team is working through
- We received a counterproposal on EDID and Indigenization that puts us back in a position to bargain meaningfully
- We have also received responses on our third priority: Academic Freedom, Openness and Transparency, and Rights and Responsibilities; there is much work to do here – the Employer’s proposals represent unacceptable limitations on this foundational element of our work
- We’ve presented a counter-proposal on compensation; we expect a response from the employer tomorrow, along with further discussion on pension improvements
- There has also been back-and-forth on three large articles (Art. 7 – Appointments; Art. 9 – Workload; New Article – Contract Academic Staff) on which we are close to reaching agreement

What they said...

- On Indigenization and EDID, they apologized for their first counterproposal and acknowledged that it was flawed. Their more recent proposal engages with ours in a more productive way.
- They want to impose limits on academic freedom, largely rejected our collegial governance language and our suggested improvements to openness and transparency, but provided a workable response on rights, responsibilities, and discipline.
- They have returned to the Board for a “mandate check” and will come to the table with a new compensation proposal on Tuesday.

Request for action

You will receive daily updates on bargaining from the BUFA Office going forward. Look for this information in emails from Shari. Also, let’s keep up the visible solidarity: buttons, posters, Zoom backgrounds, and email signatures are available on our website: [Negotiations 2024 – Brandon University Faculty Association \(bufa.org\)](https://www.bufa.org)

On Thursday, February 29, at 4:30 pm, following a day at the bargaining table, we will have an up-to-the-minute bargaining presentation. Please plan to attend that meeting in person or on Zoom.

Reminder: T4s went out last week. Make sure to print yours, if you received it electronically.

In solidarity,

Your BUFA Negotiating Team

Lisa Robson

Alex Braun

Derrek Eberts

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Jane Karpa