



Concordia University Faculty Association
Association des Professeurs de l'Université Concordia

Negotiation Bulletin #3

Dear colleagues,

We continue to meet weekly with the administration team. Some of the articles opened are in close-to-final stage. Others continue to be debated. Beyond the advances described in our last bulletin:

- The *career advancement* possibilities for tenured and extended-term members mentioned in the last bulletin have now been agreed (Articles 14, 15).
- We have achieved agreement about a new *informal resolution process* that should reduce the frequency of disciplinary procedures. We also have clauses aimed at improving the fairness and transparency of disciplinary investigations (Article 29).
- There will be a widening of *gradual retirement* options (Article 42).
- New LTA contracts will have earlier starting dates to provide more *preparation time* before classes begin.
- Librarian members will have more options related to the *location of their work* activities (Article 17).

Negotiations continue related to:

- Our concerns about the *impact of technological changes* and the attendant clerical tasks that have greatly increased our workload. Our conversations about the steps toward solving this problem continue to be promising.
- Methods of support for *parents of young children*.
- Valid measures of students' response to teaching and ways to disseminate the teaching evaluation questions.

We await the administration response to our initial monetary proposals.

16 June 2023