



Negotiation Bulletin # 7

Dear Colleagues,

Yesterday's negotiation meeting was disappointing to say the least.

Our most recent proposal was an attempt to address both the financial and the workload issues—we changed our ask from a lump sum to a 3-credit course remission for continuing members—that could be cashed, used as a research fund, or banked.

At first, we thought that the proposal was received with some interest by the Employer. After a long caucus, however, they countered with a token increase to the PDA for which they also agreed to our initial ask for a two-year carryover, and proposed that the hiring of students for teaching, research or clerical support could count as an eligible PDA expense. This, they suggested, would address our workload issues. The Employer didn't move at all on their proposal of a 5.2% increase for the 3-year period (2023-26). The only monetary advance was that they agreed that the first step of the librarian grids could be increased to 85% of the corresponding faculty grid.

In closing, while they admitted that 5.2% is not their final offer, they want us to “make the effort to close the gap” and stated that they hope that 13.2% is not our final proposal either. In the face of an uncompromising and disappointing offer from the administration, we remain firmly committed to the fight for fair pay and fair working conditions for our members.

Linda Dyer, Chief Negotiator

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