



CUFA Negotiation Bulletin # 8

Dear Colleagues,

Although the Employer did not table a counteroffer, there were some interesting developments at Wednesday's negotiation meeting.

We were told that they are working on a monetary proposal that will be more “respectful of our asks,” for which they need more time. They stated that they are not stalling or wasting time, but working hard on this new offer that they’ll present to us on October 18. They argued that a combination of things will happen over the next two weeks that will help them improve their offer (new enrolment figures, new budget, and new members on the financial services team).

One cannot help but notice that the words “a more respectful offer” echo those used by CUFA President in his statement to President Carr, namely that CUFA members did not feel respected by the Employer's monetary proposals. We can also assume that they are aware that CUFA is currently organising to obtain a strike mandate from its members.

In this regard, we are pleased to report that every straw vote held in each academic unit following the visit of the CUFA Executive and Negotiation Committee members demonstrated strong support for a strike mandate.

We believe this momentum has not escaped the Employer and that it is this that’s informing their attitude at the bargaining table. They emphasized their hope that we regard this pause in the salary discussion as a positive move forward on their part. “We're not trying to buy time, we've heard you, but we need more time to offer a proposal that respects your demands.” When using these words, the Employer cannot ignore the fact that they are creating high expectations. We remain mobilised and are expecting concrete figures to match these words. Let's see if and how they materialise.

Despite the delay in the Employer's monetary response, the negotiation team remains ready to return to the table and make progress towards a ratifiable Collective Agreement.

Linda Dyer
CUFA Chief Negotiator