



Dear Colleagues,

Yesterday, October 25, 2023, there was another negotiation round, where the Employer tabled a new offer on salary and workload. There continues to be little movement on the salary front, but there is some movement on workload; however, the overall package continues to be insufficient, particularly in the **major area of inflation protection**. Here is the situation:

***ANNUAL SALARY INCREASES***

	Employer’s current offer	CUFA’s current position
June 1, 2023	3.9%	5.0%
June 1, 2024	3.0%	3.6% plus inflation protection
June 1, 2025	3.0%	3.6% plus inflation protection

We continue to insist on inflation protection, but the Employer informed us that an increase based on CPI would be too “risky” for them.

***WORKLOAD***

A. *One-time Course Remission:* In response to our initial three-credit course remission demand, the Employer has offered a one-credit, *non-cashable* course remission for each continuing member (who are not on half-time or gradual retirement) that could be converted into research funds or combined with other banked credits to take a teaching remission. However, this does not seem to be a fair and equitable offer, as some members would not benefit from it, while others would have various usage limitations.

B. *Joint Committee on Faculty Clerical Work:* We asked for and the Employer has accepted to create a Joint Committee on Faculty Clerical Work. This committee would assess the ever-mushrooming clerical tasks that have been distracting us from our teaching, research, and service. The committee has to report back to CUFA and the Employer about improvements in practices and processes related to faculty clerical work. We are working on ways to ensure that this committee will adequately address our problem.

Our next meeting with the Employer is tomorrow, October 27.



***WE NEED TO KEEP UP THE PRESSURE.***

We want to thank all members who have voted in the call for a strike mandate. **A total of 912 members voted (85% of the membership) with 91% voting in favour of giving the CUFA Executive a strike mandate.**

CUFA and the Negotiating Team thank you for your support! As we mentioned in the last bulletin, we are hopeful that the continued pressure will result in a **better offer** for our membership that addresses **fair compensation, inflation protection** and **workload**.

A note of gratitude to all of you who mobilized and voted!

As negotiations continue, this unequivocal strike mandate is the strongest tool the CUFA negotiating team now has at the table and they shall use it to its full potential.

Thank you for taking part in this ballot and for supporting the negotiating team in this last stretch of negotiations.

In solidarity,

CUFA Executive

Ciprian Alecsandru, President

Ted Stathopoulos, Vice-president

Ian Rakita, Past President

Aaron Brauer, Secretary

June Chaikelson, Treasurer

Charles Draimin, Member-at-large

Claudine Mangen, Member-at-large

Lea Katsanis, Member-at-large