



Negotiation Bulletin #9

Dear Colleagues,

Yesterday, October 18, 2023, the Employer tabled a new package for the Negotiating Team to consider. While there was some movement on the salary front, the overall package continues to be insufficient, particularly in the major areas of inflation protection and workload. Here is the situation.

Annual Salary Increases:

	CUFA's ask	Employer's response
June 1, 2023	5.1	3.75
June 1, 2024	Greater of {4.0, Inflation 2023-24}	2.80 (no inflation protection)
June 1, 2025	Greater of {4.1, Inflation 2024-25}	2.80 (no inflation protection)

Workload:

The current package from the Employer does not contain any elements that address workload; previously, we asked for a one-time 3-credit course remission, but we were told that it is impossible to accommodate with the current budget. We have emphasized that excessive workload is a recurring structural problem that requires a more permanent solution, and we hope to make more progress in the coming negotiating sessions.

How to keep up the pressure:

We want to thank all members who participated in the general meetings this week; your efforts and continued support have gotten the Employer's attention. We are confident that by maintaining a strong pressure on the Employer will result in a better offer for our membership addressing salary increases, inflation protection and workload in a more satisfactory manner.

The strike mandate vote begins TODAY and ends on Thursday, October 26, 2023. You will receive the electronic ballot by e-mail, so be sure to check your inbox regularly for email from bigpulse.com with a subject line "CUFA Strike Mandate 2023".

PLEASE VOTE AND ENCOURAGE YOUR COLLEAGUES TO VOTE!

It is imperative that we show both significant participation and a strong **YES** vote for the mandate. Let us keep up the pressure on the Employer while our efforts are showing success.

In solidarity,

The CUFA Executive and Negotiating Team