



Dear Colleague,

On Wednesday 2 August, the Executive Committee and the negotiating team met with CUFA councillors for a special meeting. A Zoom session made it possible for most of them to attend. The purpose of the meeting was to update them on the state of negotiations before the summer break and to provide them with details on the monetary elements exchanged with the employer. As we mentioned in our last negotiation update of July 13, significant progress has been made on the non-monetary items. That same update succinctly stated that our monetary positions and those of the employer were "still far apart" and that the employer's offer at the last meeting on June 29 was "not acceptable". Here are the figures detailing just how far apart our proposals are.

CUFA's initial position on salary		Admin response
31 May 2023	5.7 % inflation adjustment + 6.2% catch-up with comparable universities	No
1 June 2023	4.4% anticipated inflation	1.6%
1 June 2024	3.0% + adjustment if inflation exceeds 4.4%	1.0%
1 June 2025	3.0% + adjustment if inflation exceeds 3.0%	1.0%
Annual % increase based on total IS awards of previous year		No

As you can see from the slide above, our initial monetary proposal factored in the rate of inflation and salary catch-up with comparable universities in the country. The employer's response to this initial proposal was a resounding "No". They are unwilling to recognise the need to catch up or to take past inflation into account.

We came back with a second proposal (our current proposal) that still took inflation into account, but in the form of two lump-sum payments. At this stage, our current proposal is for a 13% salary increase over three years, plus two lump-sum payments of \$2,500 each. Our figures in both our initial and our current proposals recognise the issue of workload and its significant increase following the implementation of Unity.

CUFA's CURRENT position on salary		Admin response
31 May 2023	\$2,500– lump sum payment (1.875% of avg salary)	Perhaps lump sum, but <i>"amount would be offensive"</i>
1 June 2023	4.1 % inflation adjustment	2.2%
31 May 2024	1% catch-up with comparable universities	No
1 June 2024	\$2,500 lump sum payment	No
1 June 2024	3.0% + adjustment if inflation exceeds 3%	1.5%
31 May 2025	1.0% catch-up	No
1 June 2025	3.0% + adjustment if inflation exceeds 3.0%	1.5%
31 May 2026	1.1% catch-up	No

The Employer's verbal response to our current proposal, which we have yet to receive officially in writing, is 5.6% over three years. We are told that the Administration does not have the means to respond to our asks and that, though not opposed to the notion of a lump sum, the amount they has in mind is so much lower than ours that we would consider it offensive.

That's where things stand now. We have a provisional timetable with several negotiation meetings scheduled for early September, so the conversation continues.

You will be informed of each move the Employer makes at the table on monetary items. If no significant progress occurs on salary by early autumn, we will discuss with you what further actions need to be taken.

Linda Dyer
August 4, 2023,