

Dear Colleagues,

Negotiations Update #10 mentioned that there would be a meeting on Friday, October 27. The CUFA executive cancelled this meeting and rescheduled it for Wednesday, November 1<sup>st</sup>. There was movement on workload at the table during that meeting, but some details still need to be fine-tuned in order to find common ground on the best solution to support faculty members effectively.

The workload issue is part of the monetary package we are still negotiating. A major sticking point is that our counteroffer factoring in consumer price index (CPI) was refused. CUFA's position at the table is that we can't back away from CPI and, though our salary asks have not changed, we did introduce elements of flexibility to allow for the Employer to recognize inflation with more predictability.

The Employer repeated that they "can't entertain CPI" as they don't receive money from the government to cover for it and therefore, it would be too risky to include it in their budget. They'd much prefer index salaries on the Government Salary Policy (GSP) which is a parameter of their funding model, while CPI isn't. The Employer described CPI as "a line they can't cross" because it would mean putting the university at risk of financial instability with consequences for faculty.

Here are both monetary proposals currently on the table:

**Annual Salary Increases**

	<b>Employer's current offer</b>	<b>CUFA's current position</b>
<b>June 1, 2023</b>	3.9 %	5.0
<b>June 1, 2024</b>	max (3%, GSP)	3.6 + inflation protection
<b>June 1, 2025</b>	max (3%, GSP)	3.6 + inflation protection

The salary offers in the monetary package currently on the table are still not satisfactory because they fail to meet our demand for protection against inflation.

We've agreed to meet next week, on Wednesday November 8.

In solidarity,  
The CUFA Executive and Negotiating Team