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## BUFA Bargaining Bulletin #4 - May 15, 2020

While all of the issues that raised red flags for the Union in the Administration's opening proposals remain on the table, the Parties are making progress on a number of non-monetary items for LTA/ILTA, and Indigenous members.

The BUFA Negotiating Team and members of the Administration's Team met on Thursday, May 14 via Zoom.

The Parties tentatively agreed to changes in Article 1 Definitions, Article 16 Department and Centre Committees, 16A Program Committees and Program Directors, Article 20 Employment Equity, Article 21A Tenure and Promotion Appeals, and Article 33 Holidays and Vacations. The Administration's Team also withdrew a proposal to alter the Collective Agreement's Academic Freedom article.

In Article 1, the Parties agreed to clarify that the definition of "professional librarian" includes both professional librarians and archivists. In Article 16 and 16A, the Parties agreed to changes that extend rights to LTA and ILTA members to vote in the selection of department chairs, centre directors, and program directors, and agreed to language that provides for the online collection of student evaluations in online courses. In Article 20, the Parties agreed to changes that allow for Indigenous representation on recruitment committees for Indigenous-focused appointments. In Article 21A, the Parties agreed to changes that better align timelines for tenure and promotion appeals and provisions for the possibility of an Elder or Traditional Knowledge Keeper to act as an advisor alongside Union representation for Indigenous members during the appeal process. In Article 33, the Parties agreed to changes that would allow faculty members to cancel class or not attend scheduled exams for reasons related to Indigenous practices not captured by the Agreement's current understanding of "religion".

While we are relatively happy with the pace of negotiations, key issues related to scheduling, expansion of research capacity, collegial governance, and the preservation of educational quality are still outstanding. The Parties are set to meet again on May 22. At that meeting, we expect the Administration Team will table counterproposals for four additional non-monetary items.

Monetary issues contained in Appendices C and D will be negotiated once all non-monetary issues have been settled.

As always, we are committed to keeping members informed about the state of negotiations.

In Solidarity,

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