
BUFA Bargaining Bulletin #7 - May 27, 2020

In the absence of a negotiated contract, Brock's Administration has the legal authority to unilaterally impose terms and conditions of work on faculty and professional librarians once our Collective Agreement expires on June 30, 2020. While it is an uncommon tactic in our sector, the Administration at the University of Windsor imposed new terms and conditions of work without its faculty association's consent in 2014. This left the faculty association scrambling to figure out a way forward in the face of concessionary demands and led to a labour dispute that lasted into the Fall term.

We want to do everything in our power to avoid a similar scenario at Brock. That requires us to work honestly and diligently towards a negotiated settlement, but also to be prepared for the worst.

Given the Administration's continued demands concerning the introduction of unlimited teaching-intensive positions and the possibility of Friday evening and Saturday teaching for all faculty, BUFA is proactively reaching out to members in the event that the Administration becomes more aggressive with its bargaining posture and tactics in the coming weeks.

While we are working towards renegotiating the Agreement before its expiry, it is not uncommon for negotiations at Brock to spill over into July or even the Fall term. In the event that this happens, we do not want to be caught off guard by aggressive Administration tactics, especially in the context of a global pandemic where people are already justifiably feeling anxious and vulnerable.

As a first step, the Association is requesting that all members forward alternate contact information to BUFA in the event that Brock's Administration restricts our access to university-controlled email. Brock University email is currently the only means the Association has to communicate with its members. BUFA and its members become extremely vulnerable if that communication channel is cut off by the Administration.

Please send an email to bufa@brocku.ca by **June 5th, 2020** with your mailing address and, if available, an alternate email address.

Rest assured that your privacy is important to the Association and that BUFA will not share this information with anyone. The information will be stored on BUFA-controlled servers, that are located off site. BUFA will only ever use your alternate contact information in the event that the Administration restricts access to Brock University email.

It is important to reiterate that your BUFA Negotiating Team is committed to renegotiating a Collective Agreement that addresses our core priorities including the defence of collegial governance rights, the expansion of research capacity, and the preservation of educational quality. We trust that you will continue to work with us to help achieve these goals while resisting the Administration's push to undermine them through the collective bargaining process.

In Solidarity,

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