
BUFA Bargaining Bulletin #8 – June 1, 2020

The BUFA Negotiating Team and members of the Administration's Team met on Friday, May 29th.

The Administration's Team presented an incomplete counter-proposal on Article 19 Appointment of Members, which maintained a demand for the introduction of unlimited teaching-intensive faculty and changes that would allow all LTA positions (40%-40%-20%) to be replaced with ILTA positions (80%-20%). The Administration also flat out rejected the Union's proposal that the University introduce Faculty-based caps to curb the use of non-BUFA teaching positions outside the Faculty of Education. BUFA expressed serious reservations about the Administration's overall demands in Article 19, pointing to the damage they would cause in terms of research and service capacity as well as educational quality. The Union ultimately indicated it would not consider an incomplete proposal.

The Administration's Team did provide a complete counterproposal on Article 24A Teaching Assignments. The Administration maintained its demand to give Deans the right to schedule faculty members to teach on Saturdays. Their Team also rejected BUFA's proposal to provide faculty with greater scheduling flexibility.

It is clear that the Administration's Team is holding back on nearly all of the key issues identified by the Association. Specifically, the Administration has not yet responded to the Union's proposal that the University establish a guaranteed bank of course releases to compensate top researchers and unscheduled teaching workhorses in an effort to help expand research capacity at Brock.

The Parties did tentatively agree to changes in Article 22 Permanence and Promotion for Professional Librarian Members, Article 30 Redeployment Due to Program Redundancy or Restructuring, and Article 39 Copyrights.

Changes to Article 22 clarify that Professional Librarians who apply for promotion to Librarian IV require evidence of recognition from beyond the Brock community of the candidate's professional, scholarly, and/or service achievements. The Parties also agreed to language recognizing Indigenous methods, practices, pedagogies, experience, and/or traditional knowledge systems as evidence used to demonstrate effective professional practice in the field of library and information science. Further, candidates applying for promotion to Librarian IV now require four referees, two of whom shall be external to the University.

In Article 30, the Parties agreed to expanding the scope of the Article to include the restructuring of Library departments. The Parties agreed to a housekeeping change in Article 39 clarifying that the Article's copyright provisions apply to Professional Librarian members.

The Administration's team also withdrew their proposals in Article 4 Policies and Practices and Article 9 Discipline, which would have had the effect of undermining members' due process rights. BUFA is currently awaiting a response from the Administration's Team on six other articles.

The scheduled June 1st bargaining session was cancelled at the request of the Administration's team. The Parties are set to meet again on Thursday, June 4th. As always, we are working hard to secure a negotiated settlement that addresses our key priorities and are committed to keeping members informed about the state of negotiations.

In Solidarity,

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P.S. Thank you to all members who answered our call to forward alternate contact information to BUFA as part of our previous Bargaining Bulletin (please read Bulletin #7 for details). Our Association and its members become extremely vulnerable if our access to university-controlled email is cut off by the Administration after the expiry of the Collective Agreement on June 30th, 2020. Please remember to send an email to bufa@brocku.ca by **June 8th**, 2020 with your mailing address and, if available, an alternate email address in order to ensure we can stay connected.

