
BUFA Bargaining Bulletin #9 – June 5, 2020

The BUFA Negotiating Team and members of the Administration's Team met on Thursday, June 4th.

The Parties exchanged counterproposals on Article 19 Appointment of Members and Article 24A Teaching Assignments and Scheduling Patterns. No agreement was reached on either article.

Thank you to all of the members who participated in our poll about Saturday teaching. As a result of your participation, BUFA was able to use the data to make a strong case at the bargaining table for rejecting the Administration's demand that Deans be given the unilateral right to schedule faculty members to teach on Saturdays. Your comments helped us provide evidence for our arguments. Unfortunately, the Administration's Team has yet to waver from its position and it is becoming increasingly clear that reasoned arguments may not be enough to force the Administration to back down.

The Administration's Team also seems determined to push through a teaching-intensive stream that provides little to no benefit to members. Despite acknowledging that the University could expand teaching capacity by hiring more tenure-track faculty (40-40-20), the Administration's Team indicated its focus was strictly on the introduction of teaching-intensive faculty (at the expense of traditional tenure-track faculty). While the Administration's Team made some minor adjustments to its original proposal, it steadfastly refused to consider conversion language or preference in hiring for existing LTA/ILTA members seeking to fill teaching-intensive positions. It is also important to note that the Administration's proposal would not result in reduced teaching loads for any existing faculty.

Meanwhile, the University refuses to address any of BUFA's outstanding priorities related to scheduling flexibility, the expansion of research capacity, the defence of collegial governance, Faculty-based caps on non-BUFA teaching, or minimum staffing levels for professional librarians. At this time, there is no incentive for BUFA to agree to the Administration's demands.

The Parties are set to meet again on Monday, June 8th. At that meeting, we expect to table a counterproposal on Article 19 Appointment of Members.

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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