

**Collective Agreement Expiry: June 30, 2018**

Our Collective Agreement with the MSVU Board of Governors expires June 30, 2018, and we will be in a position to give notice to negotiate no later than April 2018. This update is the second in a series of communiqués prepared by your MSVUFA Bargaining Team and MSVUFA Communications Committee to ensure that you have the information about the negotiation process. The members of the Bargaining Team for this round are Geneviève Boulet (Chief Negotiator), Reina Green, James Sawler, Anthony Yue, and Diane Piccitto.

**What Happens During Negotiations?**

Once we file for negotiation, talks between the MSVUFA Bargaining Team and representatives of the MSVU Board of Governors may start any time but most likely will not gain momentum until the summer. At the first meeting, each side presents a list of articles they intend to have negotiated or opened. These items are presented, along with draft language, in the subsequent meetings. Bargaining consists of give and take between the two sides with respect to articles, all the while remaining within the respective mandates, a challenging process that depends on compromise in most cases.

**How Are Issues and Articles Prioritized?**

The membership is canvased during meetings held by the Contract Committee, an open committee chaired by MSVUFA Vice President Jeff MacLeod. This committee has met several times since last spring, and, more recently, these bargaining preparation meetings have been taking place prior to the MSVUFA General Meetings. At an upcoming General Meeting, MSVUFA members will be called upon to mandate the Bargaining Team. Based on this mandate, the Bargaining Team will prepare a list of articles from the Collective Agreement to be opened during negotiations. The team will carry out extensive research on each article, finding comparative material from other Canadian universities, and devise strategies to support the bargaining process. Some questions that must be considered with any issue or article are to what extent is the membership affected? What would we be willing to compromise on or give up during negotiations in order to secure a particular item? Is the issue important enough to the membership to potentially strike over? For instance, the following are large-scale issues from previous rounds of bargaining that continue to be pressing and are arguably even more urgent in the current climate – as the CAUT Bulletin’s recent coverage indicates:

- university governance and accountability
- academic freedom
- the overreliance on and precarious nature of contract academic teaching

All have wide-reaching implications and affect various aspects of our labour situation at MSVU.

**What Can You Do as a Member of the MSVUFA?**

We need a membership that is engaged in the process and aware of the issues, as well as being able to clearly state their priorities. Be familiar with your [Collective Agreement \(July 1, 2015 – June 30, 2018\)](#) and think about what issues are important to your work at MSVU and how they may be improved for the benefit of all members. To this end, you are encouraged to send the Chief Negotiator your top bargaining issue(s) for 2018. Visit the MSVUFA website ([www.msvufa.ca](http://www.msvufa.ca)) for information and resources (see especially <http://www.msvufa.ca/bargaining/>).

**When Is the Next Bargaining Preparation Meeting?**

WHAT: Article 35 – Academic Staffing  
WHERE: Faculty Lounge Seton 404-405  
WHEN: Friday, February 9, 2:30-4:00pm  
Refreshments will be served.

**Importance of Face-to-Face Meetings and Attendance**

For confidentiality purposes, it is best that detailed discussions about negotiating issues be done in face-to-face meetings with the membership (such as the ones noted above), rather than by email; therefore, it is important to attend and participate in these meetings.

**Who to Contact with Questions or Input**

If you have a general aspect of the bargaining process that you would like addressed in a future update, please contact the Chair of the MSVUFA Communications Committee, Alla Kushniryk ([Alla.Kushniryk@msvu.ca](mailto:Alla.Kushniryk@msvu.ca)).

If you have a specific question or concern about negotiations or about an item in the Collective Agreement, please feel free to contact me by email to arrange a meeting or a telephone conversation. You may also send me your concerns anonymously in a sealed envelope through internal mail.

En toute solidarité/In solidarity,

Geneviève Boulet, PhD  
MSVUFA Chief Negotiator

<http://www.msvufa.ca/bargaining/>