

### **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 fourth and last 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.

### **Communication with Membership during the Summer**

Thank you to the MSVUFA Communications Committee for their efforts in informing the members about the bargaining process with the series of communiqués sent over the last few months. From now on, the MSVUFA President and MSVUFA Bargaining Team will keep you apprised of the progress with regular updates. As an MSVUFA member, you are encouraged to review these updates and respond to any action items that may arise. For instance, the Bargaining Team may arrange periodic anonymous polls on particular proposals throughout the summer. These polls will be housed on the MSVUFA website – [www.msvufa.ca](http://www.msvufa.ca) – so please add the address to your bookmarks.

### **What Happens If Negotiations Break Down?**

While we hope for a negotiated settlement, it is always possible that talks will reach an impasse. Should this happen, either side – the MSVUFA or the Board of Governors – may file for conciliation. **Conciliation** is governed by the Trade Union Act of Nova Scotia and administered by the Minister of Labour and Workforce Development. When an impasse is reached in negotiations, one of the parties may request that the Minister appoint a conciliation officer. This officer will act as an intermediary between the two sides and attempt to reach an acceptable settlement. If an agreement cannot be reached, the conciliation officer files what is called a “No Board Report.” There is then a cooling-off period of two weeks to allow the two sides to consider the consequences of not reaching an agreement. At the end of that period, the union is in a legal strike position, and the Employer can legally lockout its employees.

It is desirable to have a **strike mandate** prior to conciliation as it demonstrates our resolve to reach an acceptable settlement. As governed by the Trade Union Act of Nova Scotia, a strike vote requires a secret ballot. Importantly, a strike must be supported by the majority of all members – not just of those voting – to be successful. Should this happen, arrangements will be made to submit ballots by mail, e-mail, as well as on site.

With every round of negotiations, there is always a risk that there may be a **strike or lockout**, but the MSVUFA Executive see a strike as the very last resort and is prepared to do everything possible to reach an acceptable settlement at the bargaining table or, should that fail, in conciliation. We have always had good relations with the employer and would be most surprised if they chose to stage a lockout. However, should a strike or a lockout happen, we have financial resources in place and can call on the support of the CAUT Defense Fund.

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

WHAT: Bargaining 2018 Q&A

WHERE: Faculty Lounge Seton 404-405

WHEN: Tuesday, April 10, 10:30-11:30am

**MSVUFA Website and Collective Agreement Location**

Visit the MSVUFA website ([www.msvufa.ca](http://www.msvufa.ca)) for information and resources. You can access an electronic copy of the current [Collective Agreement \(July 1, 2015 – June 30, 2018\)](#) there, as well as viewing previous agreements.

**Who to Contact with Questions or Input**

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/>