

Subject: [msvufa-univ-list] FA Update on Collective Agreement
Date: Thursday, August 29, 2024 at 10:09:44 AM Atlantic Daylight Saving Time
From: msvufa-univ-list on behalf of Kelly Resmer
To: msvufa-univ-list@msvufa.ca
Attachments: ATT00001.txt

Dear MSVUFA members:

Let me first start by welcoming our new members; we look forward to working with you. Secondly, I'd like to introduce myself as Kelly Resmer, your grievance officer as of 1 July for the Faculty Association.

Regarding the email sent by the Vice-President Academic and Provost yesterday, the information presented was misleading and intended to deflect blame for the delay of signing the collective agreement on the MSVUFA. This is an inaccurate interpretation.

As the new grievance officer for the association, and as a member of the last two bargaining teams, I've seen first-hand the importance of a properly worded collective agreement. The collective agreement is an important legal document, and since April, we have consistently received draft versions of the collective agreement that have included misnumbered articles, poorly worded sentences, inaccurate salary calculations, and entirely missing articles. These errors have not been fixed after our first correction, but instead have continued time and time again in multiple versions, and new errors have also been introduced by the Employer, which reflects the number of requested changes shared in the VPAP's message. **We are not seeking to renegotiate any articles; we are simply striving to ensure what was agreed upon in March is upheld.**

It is essential that we sign a Collective Agreement that accurately reflects the terms we agreed upon back in March to ensure that critical aspects of our working conditions like Reappointment, Tenure, Promotion, and Permanence, as well as our salaries, are respected.

The VPAP's communication appears to be an attempt to disrupt our solidarity and create distrust and is reminiscent of the inaccurate communications we received from the Employer during the strike. It does not go unnoticed that even as we've been correcting errors in yet another draft of the collective agreement, the Employer has taken the time to assemble this complaint of over 1000 pages, for which the time and resources required to do so represents yet another costly expense for the institution.

In terms of next steps, the MSVUFA's lawyer is currently drafting a response to the Labour Board complaint. We have been requesting a meeting with the other team for months. Finally, we reached out to the conciliators, and they too have been attempting to schedule a meeting between the parties. The Employer has yet to be available on any of the dates proposed by the conciliators. In addition, we have requested a meeting with Tyrone Cotie, the Chair of the Board of Governors, to directly address the reasons for the delay in signing the collective agreement in hopes of quickly resolving this issue. Rest assured that our highest priority is finalizing an accurate collective agreement, including finalizing salaries to get retroactive pay out as soon as possible.

I look forward to seeing you at our first FA meeting in September. In the meantime, please do not hesitate to reach out if you have any questions or concerns. The grievance officer is here for you,

whether it be a question about the collective agreement or simply wanting someone to accompany you as you meet with the Dean, for example. Just ask!

Enjoy the upcoming long weekend,
Kelly

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MSVU is located in K'jipuktuk, part of Mi'kma'ki, the unceded and ancestral territory of the Mi'kmaq.