

**Subject:** Further update on the conciliation and next steps  
**Date:** Monday, September 9, 2024 at 5:24:19 PM Atlantic Daylight Saving Time  
**From:** Tianyuan Yu  
**To:** msvufa-univ-list@msvufa.ca  
**Attachments:** image001.png, image002.png

Dear MSVUFA Members,

I am writing to provide you with a further update on the conciliation meeting held last Friday, the status of the Collective Agreement (CA), and next steps.

**Conciliation Meeting.** Our lead negotiator, union lawyer, and the conciliator were the only people there in person. The Employer's Reps (i.e., their lead negotiator and Manager of Academic Relations) attended online. The Employer's Reps refused to engage in direct discussions. Instead, the conciliator had to move between the two rooms in her attempts to conciliate.

**Outstanding Issues (the 36 items).** Unfortunately, none of the 36 issues was resolved. The Employer's Reps refused to make any changes, maintaining their position that we should "take it or leave it," despite their document being incomplete and incorrect. We cannot agree to such a document, so we did not sign the employer's version of the CA.

**Next Steps: Mediator/Arbitrator.** Our union lawyer has been working on the next steps. Our union lawyer will propose to the Labour Board that a mediator/arbitrator be appointed to address the remaining outstanding issues.

**Meeting with Tyrone Cotie.** Lindsey and I are still awaiting the BoG's scheduling of our meeting with Tyrone Cotie, Chair of BoG. The purpose of this meeting is to explain the importance of correcting the remaining issues and to request that he direct the Employer's lead negotiator to address these concerns promptly. Our goal is to finalize and sign the CA by the end of the month.

We appreciate your continued patience and support during this process. We share in our members' frustration at the continued delays to signing our CA. We will keep you updated as we move forward with these critical steps.

In solidarity,  
Tianyuan

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**“You must be the change you wish to see in the world.” — Mahatma Gandhi**

*I acknowledge that MSVU is in K'jipuktuk, the ancestral and unceded territory of the Mi'kmaq.*

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**From:** Tianyuan Yu <Tianyuan.Yu1@msvu.ca>  
**Date:** Friday, September 6, 2024 at 6:57 PM  
**To:** msvufa-univ-list@msvufa.ca <msvufa-univ-list@msvufa.ca>  
**Subject:** Update on the conciliation and next steps

Dear MSVUFA members,

I am writing to inform you that the conciliation meeting held this afternoon was not successful.

On March 5, 2024, the bargaining team and the Employer reached a tentative agreement, which was subsequently ratified by both the Faculty Association (FA) membership and the Board of Governors (BoG). As committed by both parties in the 2021-2023 Rollover Agreement, this round of negotiations was intended to bring about major revisions to the collective agreement, particularly in relation to efforts in decolonizing, indigenizing, and EDIA. However, to date, the Employer has not provided a complete and accurate CA ready for signature.

The most recent communication between the two lead negotiators in August has identified 36 outstanding issues in the draft CA, including matters related to salary, stipends, the term of the agreement, the prevention of layoffs, RTP for librarians and lab instructors, and ensuring consistency in articles across member groups (faculty, librarian, lab instructor) as agreed early on in the negotiations. While these 36 substantiated language corrections may appear to be minor, they are actually crucial for the effective and equitable administration of the new CA. We remain prepared to resolve these issues and sign a finalized CA.

The Executive has full confidence in the Bargaining Team. Both the Executive and the Bargaining Team have been working closely with our union lawyer, the conciliator, and CAUT, and we are following specific advice on how to bring the CA to a conclusion.

We understand that this prolonged process has caused considerable stress and difficulties for our members. While our foremost priority is to get the CA signed, we will continue to support our members in their individual circumstances during this challenging time.

The next steps involve responding to the Employer's complaint to the Labour Board, due next Thursday, and proposing to the Employer that the parties appoint a mediator/arbitrator to resolve the remaining outstanding issues.

In solidarity,  
Tianyuan

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