

Monday, 16 June 2008

Negotiations Bulletin No. 4

Some progress last week but still baby steps

In negotiation meetings last week, we responded to the Administration's proposal we outlined to you and agreed to some features of their grid; in return, they have *tentatively* accepted some of our modifications. Specifically, the Administration has tentatively agreed to maintain some features of the current contract as we proposed, including the two salary models, the treatment of supplements, and depreciation. What is frustrating is that even these few concessions are not guaranteed because the Administration's bargaining team has to report back to the bargaining committee of the Board of Governors. This is therefore very limited progress; there is still a long way to go, because the Administration's current proposals will lead directly to the relative impoverishment of the professoriate.

The principal sticking points are rattrapage (catch-up) and scale (annual standard of living adjustments). If we don't have a good settlement on these issues, we will fall behind further than we already are now. For our part, we have proposed to spread rattrapage over the life of the contract and have reduced our initial demand. They are offering a slightly larger increase for year one but are maintaining their SOLA (standard of living adjustment) at just 1% for years two to five. This remains wholly unacceptable.

There is one more negotiating meeting this Friday, June 20th. There are no further meetings scheduled for the rest of June and it is unlikely that any more can be arranged until the fall. Members of the Administration's negotiating team have made other commitments during the summer months. At the same time, our team expected to be done negotiations by now and have accepted to present at conferences and made other travel and vacation plans. Still, it should be pointed out that CUFA was ready to meet more often in May and June in order to bring negotiations to a happy conclusion. The Administration was not available as often as we would have liked.

There is a special Council meeting called for this Thursday morning (June 19 – see attached notice). We will discuss negotiations and related proposed changes to the constitution that will make it easier to obtain a strike vote if necessary. Council meetings are open to the entire membership and so far as possible, anyone who wishes to will be given an opportunity to speak. Please do try and attend this very important meeting and help us let the Administration know what we think of their salary offer.

Lucie Lequin, Chief Negotiator
Charles Draimin, President

Please reply to <cufa@alcor.concordia.ca> or <charles.draimin@concordia.ca>