

BARGAINING ALERT!

Contracts Expire, Talks Drag



No significant progress was made at the bargaining table during the past two weeks. Although the previous Collective Agreements

both expired at the end of April, the University Administration appears to be in no hurry to bring negotiations to an end.

QUFA's proposals have all been on the table since 15 April, yet the University Administration has still not provided a substantive response to a number of important issues. During talks, it appears that the University Administration's negotiating team is unprepared and that senior administrators are disengaged from the negotiating process. Members of the QUFA bargaining team spend considerable time at the table educating the other side about existing policies and procedures and about the content and implications of new proposals put forward by both teams.

Major outstanding issues include the number of full-time faculty being hired, control over pensions, accommodation for Members with disabilities, procedures for addressing inequitable salaries, and ownership of patentable intellectual property.

This week, the two sides reached agreement on the article related to Leaves. Wording in the FLABU

Collective Agreement allowed parents to return to work with a period of reduced responsibility following a maternity or paternity leave. The University Administration team proposed that when both parents are Members of QUFA, only one parent be permitted to take advantage of this reduced-duties period. The recently signed article keeps this provision open to both parents.

The two sides have also signed articles related to equity and recognition of the association and its Members. Both of these articles required only clarifications or minor changes in wording. The changes to the recognition article were needed to reflect the new amalgamated bargaining unit. The changes to wording in the equity article came at the request of the Human Rights Office.

Talks are on-going.



QUFA encourages you to print out a copy of this Bargaining Alert and post it in a visible space in your department or unit.

Thank you! Past issues of Bargaining Alerts are archived on the QUFA Web site (www.qufa.ca).

Articles Signed Since 28 April

Article	Name	Status
Article 1	Recognition	Signed
Article 24	Employment Equity	Signed
Article 33	Leaves	Signed