

## **Collective Bargaining Bulletin #1** **May 4, 2009**

The current full-time Collective Agreement expires on June 30, 2009, although in accordance with Article 47.04 it remains in effect until a new Agreement is reached or a strike or lockout occurs. In preparation for the forthcoming round of bargaining for an 11<sup>th</sup> Collective Agreement, members of the AUNBT Executive and/or the Negotiating Team have held thirty-five meetings during recent months with academic units on both campuses. The purpose of the meetings has been to listen to members' concerns and gather information in order to set bargaining priorities.

In February and March, 2009, academic units elected more than sixty representatives and alternates to the Collective Bargaining Council. Under AUNBT by-laws, the Council

- approves general priorities for bargaining,
- liaises between bargaining and the membership,
- advises on matters related to collective bargaining, and
- recommends acceptance or rejection of any agreement or job action.

The Council met for the first time on April 3, 2009, electing Margaret McCallum (Law, F) as its Chair. Lloyd Waugh (Civil Engineering, F) was introduced as Chief Negotiator. He reported on meetings with units and conducted a preliminary discussion of negotiating priorities. Lloyd also introduced the members of the negotiating team: Miriam Jones (Humanities and Languages, SJ); Charlene Mayes (Biology, F); John Neilson (Library, F); Steven Turner (History, F); and Rick McGaw (Economics, F), who will act as Chair of the Finance Subcommittee of the Team. The Negotiating Team is supported by the Collective Bargaining Committee, which consists of chair Francesca Holyoke (Science and Forestry Library, F); David Bell (Law, F), Jula Hughes (Law, F); Jennie Hornosty (Sociology, F), Morris Mendelson (Business, SJ), Peregrine Riley (Engineering, SJ), Alan Sears (Education, F), Gopalan Srinivasan (Business Administration, F) and Melanie Wiber (Anthropology, F).

On April 17 the Collective Bargaining Council met for the second time. The Council was addressed by Neil Tudiver, CAUT/ACCPU Assistant Director, who reported on the climate for collective bargaining across the country and assured the Council of the full support of CAUT in the forthcoming negotiations. The Council discussed negotiating themes and unanimously approved a motion that “the overarching principle for bargaining be *fairness* and that this be achieved through improvements in job security (including elimination of mandatory retirement); workload and complement; compensation, and governance and transparency.”

Having received this mandate from the Council, the Negotiating Team will devote May to converting these negotiating themes into bargaining positions. It will also hold preliminary meetings with the Administration negotiating team, and report to the Collective Bargaining Council again in late May. Regular negotiations will begin in early June.

Negotiations for a new collective agreement are being launched in a period alleged by some to be one of retrenchment and downturn. That fact makes it all the more imperative that AUNBT members defend principles of fairness and equity, and that the new Collective Agreement not only protect, but strengthen the rights of members. The financial strictures recently threatened by the Province do not require us to abandon our commitment to competitive and nationally-comparable salaries. Equitable compensation that strengthens recruitment and retention is the key to ensuring quality academic programs and preserving UNB as a strong national university. Our members know that working conditions for teachers are learning conditions for students. The Association urges each member to stay in close touch with your Collective Bargaining Council representative during this crucial period and to make your views known.