

## **AUNBT Full-Time Collective Bargaining Bulletin #3**

2009 September 22

**SYNOPSIS:** Bargaining for an 11<sup>th</sup> collective agreement began late and the pace is slow. Both factors cause us to question the readiness of the Administration. When the teams do meet the mood at the table is good and progress is being made, though the Administration has yet to present its most significant proposals.

**LIMITED BARGAINING DATES:** The two bargaining teams met for the first time on June 16 but did not begin negotiations in earnest until July, when we had eight full-day meetings. Nine more days in August and early September were agreed, although two of these were later re-allocated to the Administration's team to assist their bargaining preparation.

Originally, we had proposed at least 25 bargaining days over the summer; their response was 12. Then we offered an additional 39 days; only seven of these were accepted. Given both the delayed start (historically bargaining has begun in May), the limited number of meetings, and the large number of bargaining proposals, there was little chance of finishing in late summer, as in some previous bargaining years. With the increased complication of scheduling now that term has started, the pace is hardly likely to accelerate.

**PROPOSALS TABLED:** At our second bargaining session the teams listed issues that each proposed to raise in the course of the negotiations. The lists were similar in length. To date AUNBT has tabled formal language for twice as many of those proposals as the Administration. Approximately one-quarter of the potential proposals have been signed-off. For a visual representation of this progress, and of the delays, see chart: <http://www.unb.ca/AUNBT/documents/FTbargainingSchedule2009.pdf>

**PROPOSALS NOT YET TABLED:** Initially the teams had planned to have all the non-salary proposals tabled by the end of July and the salary proposals tabled by the end of August. Given the delays, it will not be until late in this term that salary issues are reached. The pace of negotiations is difficult to fathom. We wonder about the impact of having bargaining ongoing during a strategic planning exercise, given that the Administration team has said that it wants to open such fundamental articles as layoff, transfer, financial exigency, and academic restructuring (Articles 27, 28, 29, and 30).

It is unprecedented in AUNBT/Administration relations to have so many significant proposals outstanding as of September of a bargaining year. It is not just that important proposals have not yet been settled – they have not been presented.

**MOOD AT THE TABLE:** Meetings with the Administration's team continue to be cordial. However, the AUNBT team is frustrated and disappointed: with difficulties in scheduling meetings; with use of scheduled bargaining times for Administration preparation; but mainly with the time it takes for the Administration to finalize their proposals and to respond to ours.

**COLLECTIVE BARGAINING COUNCIL:** By the time you receive this bulletin, the Collective Bargaining Council will have received a detailed briefing on full-time issues, as well as an update on the recently-stalled Contract Academic Staff negotiations. Members are encouraged to keep in touch with their Council representative. We will issue further bargaining bulletins as developments warrant.

**TEAMS:** The AUNBT bargaining team is Lloyd Waugh (chief negotiator), Miriam Jones, Charlene Mayes, Rick McGaw, John Neilson and Steve Turner. The Administration's team is David Clark of McInnes Cooper (chief negotiator), Dan Coleman, David Coleman, Barbara Cooper and John Johnson.

Previous bargaining bulletins, as well as a chart of progress, can be found on the AUNBT website: <http://www.unb.ca/AUNBT/ftcollectivebargaining.html>