

FULL-TIME BARGAINING BULLETIN #7

28 January 2010

This bulletin reports on the status of our negotiations with the administration of the University of New Brunswick. Following the process laid out under the NB Industrial Relations Act, which governs our negotiations, we entered conciliation on January 8th, which means that a government-appointed conciliation officer has been assisting negotiations.

The Industrial Relations Act provides 14 days for conciliation, with opportunity for extensions if it appears the parties are making progress. Those 14 days are now exhausted. On the most substantial issues no progress has been made. It is evident that the administration is not taking the conciliation process seriously. An important opportunity to reach a collective agreement is being squandered.

A significant cluster of issues is unsettled (intellectual property rights, new tenure criteria, financial emergency/layoffs, ending mandatory retirement), and on salary the administration remains intransigent. Here is the status of the salary “discussion”.

- The administration is determined to stand by their salary proposal of December 23, which would provide increases totaling only 2.5% coming near the end of a four-year agreement. This would leave us 19% below our established comparison group of 13 universities.
- In their December 23 salary proposal, the administration deleted from the collective agreement all reference to the 13-university comparison group. When asked as recently as Tuesday what comparison group they would propose in its place, they could not say.
- When asked how their salary proposals would affect faculty recruitment and retention, or about their concerns for a diminished UNB in the wake of their proposals, they could not say.

After seven months of negotiations these fundamental questions remain unanswered. The AUNBT bargaining team has concluded reluctantly that this conciliation is failing.

AUNBT persists in efforts to save conciliation. The administration must give its team the authority to bargain substantively.

Please keep in touch with your Collective Bargaining Council representatives.

Notes

Previous bargaining bulletins are available on the AUNBT website at <http://aunbt.caut.ca/ftcollectivebargaining.html>

Remember to bookmark the new AUNBT URL: <http://aunbt.caut.ca/>

Working conditions for teachers are learning conditions for students.