

RAAS Negotiation Bulletin #10: November 3, 2023

“Conciliation Date and Next Steps”

Statutory Freeze on Class Size Increases and Other Changes During Negotiations

- The VPAD has been putting pressure on Chairs and Directors to increase class sizes once again.
- Section 86 of the *Ontario Labour Relations Act* puts a “freeze” on changing working conditions during bargaining.
- The RAAS Executive has taken the position that class size increases constitute a workload increase that violates this statutory freeze and has asked that the administration cease this effort and negotiate teaching supports and fair compensation at the table.
- If you are encounter demands like this for changes in working conditions, please inform a RAAS Exec member.

Conciliation:

- We have been offered two Conciliation dates so far: November 17 and December 6.
- In preparation, the RAAS Negotiating Team is gathering information to confirm, sharpen, and support our positions on the remaining items under negotiation.
- If Conciliation fails to produce an agreement, we will be in a legal strike position on the 17th day following the Conciliator’s issuance of a “no board” report.
 - We are *not required* to strike on the 17th day or any specific time after that.

Ongoing Negotiations

- The Lead Negotiators met this week to negotiate language about Tenure & Promotion, Interruptions in Probationary Periods, and the Awarding of Emeritus Status.
- Continuity of DTLs, Teaching Supports, Course Releases, and Compensation are still on the table for negotiation.

Next Steps: Strike Aversion Campaign

- The RAAS Executive is sketching out a campaign strategy to bring public attention of the administration’s bargaining proposals and the impacts they will have on our ability to pursue excellence in scholarship and teaching.
- If you have time and ideas to contribute to campaign planning – even if your time is limited – please email Rob (rob.case@uwaterloo.ca)
 - The more heads, hands, and perspectives we have, the stronger our campaign will be.

News in our Sector

Looming Strike Deadline @ Northern Ont. School of Medicine

Faculty at Northern Ontario School of Medicine is poised to go on strike as early as this Sunday. They are in mediation today (Nov. 3) in a final effort to reach an agreement.

In the meantime, pledges of strike support (i.e., donations) are coming in from faculty associations across Canada.

Lakehead University Faculty have Ratified an Agreement!

Following a strike vote and mediation, members of the Lakehead University Faculty Association (LUFA) ratified a Collective Agreement with their administration with 89% support.

CAUT Defence Fund

Defence Fund Board Approves RAAS Request for Support

As previously reported, CAUT Defence Fund directors have approved RAAS’ request for support, should RAAS need it.

Defence fund [supports available](#) to RAAS, should we be forced to strike, include:

- A “Daily Benefit” to subsidize strike pay
- A “Strike Support Loan” to finance other costs of a strike (e.g., rent for strike HQ)
- A “Group Benefits Loan” to cover group benefits premiums while on strike
- “Strike Support Actions” that engage the support of other CAUT member unions



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