

## RAAS Negotiation Bulletin #11: November 30, 2023

### “Mediation”

#### Conciliation:

- The two negotiating teams met with a conciliator (Kate Karn) on Friday November 17.
- The admin team has engaged Hicks-Morley lawyer Amanda Lawrence-Patel to assist them.
- The admin team spent the morning preparing responses to proposals the RAAS team had submitted in the days and weeks prior to the conciliation date.
- In the afternoon, the admin team made significant movement on some of our central outstanding proposals; other key issues remain to be resolved.
- Details concerning specific proposals made during conciliation are confidential until a tentative agreement is reached or a “no board report” is filed.
- Either side could request a “no board report” from the conciliator at any time, thereby triggering the 17-day countdown to a legal strike/lockout position.
- The RAAS Executive has decided to leave conciliation open for now and continue negotiating.

#### Mediation and ongoing negotiations

- The RAAS Negotiating Team has agreed to the admin team’s suggestion of sharing the cost of a day of mediation with William Kaplan on December 19.
- Kaplan is a highly influential mediator and arbitrator in our sector ([williamkaplan.com](http://williamkaplan.com)). In a mediation role, Kaplan cannot impose an agreement, but he may have the clout to influence both sides towards a voluntary agreement.
- The RAAS team feels confident about the positions we plan to take into mediation.
- The RAAS team submitted counter-proposals after our day of conciliation, and has invited the admin team to finish negotiating a deal without mediation. The admin team has signalled a willingness but has not yet proposed a date.

#### Next Steps: Strike Aversion Campaign

- The RAAS *ad hoc* “action committee” continues to sketch out strategies for bringing escalating levels of attention our negotiation issues and situation.
- Our next move will depend on the responses we get from the administration on the remaining negotiation issues.
- In the meantime, the RAAS Executive is putting the pieces in place for strike action in case we need it.

## News in our Sector

### Faculty at Northern Ont. School of Medicine Reach Agreement with their Employer

Poised to strike the very next morning, the NOSM Faculty Association got a tentative deal with their Employer just after midnight on Nov. 5. Both sides have now ratified the agreement. Read more [here](#).

The agreement was reached – right at the strike deadline – following a vigorous strike aversion campaign, with letters of support and pledges of financial support for strike action from local labour partners and faculty associations from across Canada.

### Big Win on National CCWA and BIA Bankruptcy and Insolvency Campaign

Remember the letters some of you wrote (related to the Laurentian debacle) to press the federal government to change legislation to treat universities in financial crisis like other public institutions, rather than like for-profit corporations?

In its November 21 Fall Economic Statement, the Liberal government announced that it will amend the *Companies’ Creditors Arrangement Act* (CCAA) and the *Bankruptcy and Insolvency Act* (BIA) to exclude public post-secondary institutions. **Our collective efforts, led by CAUT, OCUFA, and our colleagues at Laurentian University Faculty Association, worked!**

More effort may still be required to see this through, but in the meantime, [CAUT](#) and [OCUFA](#) are deservedly celebrating a hard-fought victory.



RENISON ASSOCIATION  
OF ACADEMIC STAFF