

RAAS Bargaining Update #3: August 4, 2023

“Progress so far and
what is a strike vote?”

Progress so far

- We have been negotiating changes to 21 articles or sub-articles of the Collective Agreement, not including articles on compensation.
- Only 9 of the 21 items were introduced by the RAAS team.
- We have agreement on 13 articles so far.
- 8 articles have been exchanged back-and-forth across the table 5 times or more; the article on Tenure & Promotion Committees was exchanged 14 times before we reached tentative agreement.
- We have had 20 half-day sessions totalling 60 hours (+ research and team meeting time)

When might a strike vote come into this? Would that mean we are going on strike?

- We hope to reach an agreement at the table, without any need for a strike vote.
- A strike vote *can* be called any time after the expiry of a CA (ours expired on April 30, 2023).
- A strike vote *must* be taken before a union can legally strike, but a strike vote does not automatically trigger a strike; negotiations (and conciliation) can continue after a strike vote.
- The RAAS executive might call a secret-ballot strike vote if negotiations come to an impasse or no longer seem to be progressing.
- A strike vote, and the process leading up to it, is an opportunity for RAAS members to get details and give direction to the Negotiating Team.
- Ultimately, a strike vote formalizes our collective bottom-lines – what we are not willing to compromise in our negotiations – and makes job action a legal possibility.
- A positive strike vote empowers the Negotiating Team and sends the message to the admin team (and a conciliator) that the Negotiating Team truly represents the will of our faculty.
- A negative strike vote – one that receives minimal support for job action – undermines the Negotiating Team’s influence at the table.
- Tentative Agreements are often concluded at the negotiating table after a successful strike vote.

