

## RAAS Negotiation Bulletin #4: August 11, 2023

### “What’s left to be resolved at the negotiating table?”

#### Progress so far

- Much of our effort has been in reviewing and responding to admin team proposals to re-organize and re-word complex articles (e.g., Appointments, Search Procedures);
- We have conceded to a two-committee model for Promotion & Tenure (different from our current 2-committee model); we are negotiating final details of the related procedures;
- On many items (e.g., Research Grants, Teaching Reductions for Research, Sabbaticals, Teaching Supports, etc.), we have been in a defensive position, attempting to maintain the status quo and resist proposals that would reduce supports we have now and/or make them more conditional;
- RAAS’s has made two proposals for improving conditions for members beyond the provisions of our 2020-23 CA: a four-course teaching load for tenure track members (rejected by the admin team so far), and provisions for increased job security among DTLs;
- We expect to submit our proposal on compensation in August or early September.

#### What’s left to be resolved? What issues or articles are still being negotiated?

Currently being negotiated:

- Tenure & promotion procedures: final details;
- Teaching supports: eligibility and budget;
- Teaching releases for research: new conditions and restrictions are being proposed;
- Chairs and Directors: clarifying various process details;
- Sabbaticals: application and eligibility criteria
- Appointments: RAAS proposals for DTL continuity and tenure-track replacement

Still on the table: four-course teaching load for tenure-track Members (rejected by admin but not withdrawn)

Still to come: Compensation

- Scale increase
- Promotion through the ranks increase (PTR)
- Professional Expense Reimbursement (FPER)
- Chair/Director: stipends and sabbatical credits

## News in Our Sector

### Brock University Faculty Association ratifies a new Agreement following strike vote

After a 97% vote in favour of a strike last month, Brock University Faculty Association (BUFA) returned to the negotiating table and negotiated a tentative agreement. On July 18, 98% of BUFA members voted to ratify a new collective agreement.

[See RAAS [Negotiation Bulletin #3](#) for a description of a strike vote and its implications]

### Toronto Metropolitan University Faculty Association (TFA) files for Conciliation

After 20 regular bargaining sessions since March 2023, on July 5, 2023, the faculty association at Toronto Metropolitan University filed for conciliation. A conciliator has been appointed, but has not yet met with the two side.

### University of St. Boniface Faculty Association (APPSUB) vote in favour of strike

In late June, 86% of APPSUB’s members turned out to vote 93% in favour of a strike mandate, after which the administration’s negotiating team reached out to propose new dates for bargaining. The negotiating team returned to the table, this month, “[More united and determined than ever.](#)”

Watch the [AAPSUB website](#) for updates.



RENISON ASSOCIATION  
OF ACADEMIC STAFF