

## RAAS Negotiation Bulletin #7: September 8, 2023

### “Tough Negotiations Ahead”

While we managed to settle on a couple more articles at our 3.5-hour September 8 negotiation session, significant distance between the two sides is starting to become apparent on some key issues.

#### Articles nearing agreement

Of 7 remaining articles, we have reached or are very near reaching tentative agreement (we think) on three of them.

- Search Procedures
- Academic Unit Leads (aka Chairs & Directors)
- Tenure & Promotion

#### Articles still on the table

- Appointments
  - We have been offered some concessions, but some important differences still remain in relation to DTL job security and the replacement of tenure track positions following retirement or resignation.
- Teaching Supports
  - Administration is seeking some changes to how teaching supports are to be offered; RAAS is seeking to minimize the decrease in the support that some Members would have access to relative to the past three years.
- Course Releases for Research
  - Administration is seeking to add conditions and limits to our current course release provision; the RAAS team is seeking to minimize reductions to this research support.
- FPER & Compensation
  - Opening proposals on FPER and Compensation (including PTR) have been exchanged.
  - There is considerable distance between RAAS's proposals and the initial counter-proposal from the administration

#### What now?

For now, we keep trying to negotiate a deal at the table, but we need to prepare now for the possibility of an impasse. Please see [Negotiation Bulletins](#) #1-3 for an overview of potential next steps.

## News in Our Sector

### Arbitrator Awards UofT Faculty a 7% salary increase.

UofT faculty will be receiving 7% salary increase, retroactive to July 1, 2022, based on language in their 2020-23 Memorandum of Settlement calling for “fair and reasonable” compensation should Bill 124 be struck down.

See more [here](#).

Read the arbitration award [here](#).

### NOSM University Faculty and Staff Need your help to Avert a Strike

Faculty and Professional Staff Members at the Northern Ontario School of Medicine (NOSM U) recently voted 100% in favour of taking strike action if the Administration continues to attack working conditions in negotiations.

They are now calling on all of us to email their administration to urge them to negotiate a fair deal that upholds the teaching and learning conditions at Canada's only independent, Northern medical school.

For more information and to sign the petition, click [here](#).

### Western University Librarians and Archivists Need your help!

While enrollment keeps growing, the number of Librarians and Archivists at Western keeps dwindling. Western's Librarians and Archivists and the academics who rely on them have had enough, and are calling on the University to increase and maintain their numbers and to compensate them fairly.

You can help. Find out how [here](#).



RENISON ASSOCIATION  
OF ACADEMIC STAFF