



Canadian Association of University Teachers
Association canadienne des professeurs et professeurs d'université

www.caut.ca
acppu@caut.ca

2705, promenade Queensview Drive
Ottawa (Ontario) K2B 8K2

Tel./Tél. 613-820-2270
Fax/Télé. 613-820-7244

Bargaining for Solidarity

CAUT Forum for Chief Negotiators

Friday, March 23 and Saturday, March 24, 2018
Marriott Ottawa

Forum Overview

Success at the bargaining table depends upon the solidarity and strength of the membership. During bargaining, however, academic staff associations often face challenges in maintaining solidarity in light of the diverse interests of their membership and different constituent groups. How can associations manage these differences while still maintaining the support of the membership needed for success at the table?

Through presentations and discussions, this year's Forum will address this question by focusing on bargaining strategies and experiences that can assist academic staff associations to build solidarity by managing the different interests within the membership.

Agenda

Friday, March 23

- 08:00 – 09:00 **Registration and Breakfast** (*provided*)
Cartier II
- 09:00 – 09:15 **Welcome, Territorial Acknowledgement, Introductions**
David Robinson, Executive Director, CAUT
James Compton, President, CAUT
Cartier I
- 09:15 – 10:30 **Session One – Solidarity on the Line: The Ontario College Strike**
The five-week strike by Ontario's college faculty in the Fall of 2017 represented an inspiring demonstration of solidarity within the membership. The issues at stake included better working conditions for contract academic staff, as well as academic freedom for all members. How did the union build and maintain solidarity around these issues?

Keynote Speaker: JP Hornick

- 10:30 – 11:00 **Refreshment Break**
- 11:00 – 12:00 **Session Two – The Duty of Fair Representation in Bargaining**
An associations' duty of fair representation most commonly covers matters related to the administration of the collective agreement through the grievance and arbitration process. However, this duty may also apply to the negotiation of the collective agreement itself. What are the association's legal obligations to its membership during bargaining?
- 12:00 – 13:00 **Lunch** (*provided*)
Cartier II
- 13:00 – 14:30 **Session Three – Developing proposals for a Diverse Membership**
Academic staff associations face an increasingly diverse membership with different interests that need to be considered in the lead-up to bargaining. This panel will examine ways associations have engaged with the membership and develop proposals that include gains for contract academic staff, professional and technical staff, and equity groups.
- 14:30 – 15:00 **Refreshment Break**
- 16:00 – 17:00 **Session Four – Solidarity Exercise – Part One**
This hands-on, role-playing, skills-building session sees participants divide into small groups to develop bargaining proposals that reflect the diverse interests of the membership of the Great Northern University Academic Staff Association. In Session Six, groups will present and vote on the proposals.
- 17:30 – 19:00 **Reception**
Summit Room

Saturday, March 24

- 08:00 – 09:00 **Breakfast** (*provided*)
Cartier II
- 09:00 – 10:15 **Session Five— Bargaining for a Diverse Membership**
As proposals are modified and trade-offs made during bargaining, how can the negotiating team best manage the different interests of the members? This panel will examine successful strategies for making gains for different groups and all the members at the table.
Cartier I
- 10:15 – 10:45 **Refreshment Break**
- 10:45 – 12:00 **Session Six – Solidarity Exercise – Part Two**
Following up on the small group work in Session Four, teams present their bargaining proposals to the plenary who, role-playing as a general membership meeting, vote on the most persuasive package of priorities to advance at the bargaining table.

- 12:00 – 13:00 **Lunch** (*provided*)
Cartier II
- 13:00-14:30 **Session Seven – Building Common Fronts**
Postsecondary employers strategize amongst themselves across the country and seek to set patterns in bargaining even though they sit at separate tables. How can academic staff associations counter this on a national level to maintain and improve “industry standards” and set our own patterns on new and common issues across the sector? And how is it possible to build effective common fronts locally against a common employer on a single campus between unions representing diverse types of staff bargaining in a common financial context?
- 14:30 – 15:00 **Refreshment Break**
- 15:00 – 16:15 **Session Eight – Cross-Country Check-Up: Recent bargaining trends, settlements, and disputes**
Participants will be asked to contribute and share their own experiences and perspectives on current and recent bargaining.
- 16:15 – 16:30 **Wrap-Up and Concluding Remarks**