

Subject: [msvufa-univ-list] Bargaining Update
Date: Friday, August 30, 2024 at 4:44:03 PM Atlantic Daylight Saving Time
From: msvufa-univ-list on behalf of Genevieve Boulet
To: msvufa-univ-list@msvufa.ca
Attachments: ATT00001.txt

Bonjour tout le monde!

In response to our request for much-needed support in finalizing our Agreement, the conciliators proposed several meeting dates to bring together the Employer's Lead Negotiator, a representative for the Employer, the MSVUFA Lead Negotiator, and the Faculty Association's legal counsel. Of all the proposed dates, the Employer agreed to only one: Friday, 6 September, and only after 2:30 p.m. Furthermore, the Employer has requested to participate online while we attend in person. It is evident that the Employer continues to resist resolving the outstanding issues necessary for reaching a signed Agreement.

These outstanding issues do not stem from any "new improvements" or "further negotiations" requested by the Bargaining Team; they remain fully aligned with what was tentatively agreed upon on 5 March. Despite being tasked with and compensated for drafting the Agreement, the Employer's Lead Negotiator has failed to fulfil this responsibility, as we have repeatedly reported. Consequently, the Bargaining Team has had to produce multiple iterations of complete drafts for her review, with all revisions clearly marked using track changes, along with detailed lists explaining the outstanding issues and referencing the supporting documents. In each iteration, to expedite the signing of the Agreement, we have been coerced into accepting language in the articles that is unsuitable for an academic institution, including unclear formatting, typographical, grammatical, and spelling errors, as well as poorly constructed gender-neutral language, in order to focus on the most critical matters. Despite this, the Employer's Lead Negotiator continues to refuse to address the essential issues. It should be noted that the Employer's Lead Negotiator is a hired lawyer acting under the instructions of someone on the Employer's side and is not acting independently; however, it remains unclear who is directing her actions.

Instead of accepting any of our invitations over the past few months to meet and resolve the issues, the Employer's Lead Negotiator was instructed to file a complaint with the Labour Board. It is important to note that such a complaint does not result in a signed Agreement; the Labour Board can only order the parties to make every effort to complete and sign the Agreement. Ultimately, this process will only bring us back to the same position we currently find ourselves in. Additionally, the Employer will now need to hire another lawyer to present its case before the Labour Board, as the lawyer initially hired to negotiate the Agreement is now a witness in the proceedings.

I will continue to update you and wish you all a great, long weekend,

En toute solidarité/In solidarity,

Genevieve

Please note that I am on sabbatical leave until 1 January 2025.

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Where there is a will, there is a way - Vouloir c'est pouvoir

MSVU is located in Mi'kma'ki, the ancestral and unceded lands of the Mi'kmaq