

**Subject:** [msvufa-univ-list] Update on the conciliation and next steps  
**Date:** Friday, September 6, 2024 at 6:57:40 PM Atlantic Daylight Saving Time  
**From:** msvufa-univ-list on behalf of Tianyuan Yu  
**To:** msvufa-univ-list@msvufa.ca  
**Attachments:** image001.png, ATT00001.txt

Dear MSVUFA members,

I am writing to inform you that the conciliation meeting held this afternoon was not successful.

On March 5, 2024, the bargaining team and the Employer reached a tentative agreement, which was subsequently ratified by both the Faculty Association (FA) membership and the Board of Governors (BoG). As committed by both parties in the 2021-2023 Rollover Agreement, this round of negotiations was intended to bring about major revisions to the collective agreement, particularly in relation to efforts in decolonizing, indigenizing, and EDIA. However, to date, the Employer has not provided a complete and accurate CA ready for signature.

The most recent communication between the two lead negotiators in August has identified 36 outstanding issues in the draft CA, including matters related to salary, stipends, the term of the agreement, the prevention of layoffs, RTP for librarians and lab instructors, and ensuring consistency in articles across member groups (faculty, librarian, lab instructor) as agreed early on in the negotiations. While these 36 substantiated language corrections may appear to be minor, they are actually crucial for the effective and equitable administration of the new CA. We remain prepared to resolve these issues and sign a finalized CA. The Executive has full confidence in the Bargaining Team. Both the Executive and the Bargaining Team have been working closely with our union lawyer, the conciliator, and CAUT, and we are following specific advice on how to bring the CA to a conclusion.

We understand that this prolonged process has caused considerable stress and difficulties for our members. While our foremost priority is to get the CA signed, we will continue to support our members in their individual circumstances during this challenging time.

The next steps involve responding to the Employer's complaint to the Labour Board, due next Thursday, and proposing to the Employer that the parties appoint a mediator/arbitrator to resolve the remaining outstanding issues.

In solidarity,  
Tianyuan

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**“You must be the change you wish to see in the world.” — Mahatma Gandhi**

*I acknowledge that MSVU is in K'jipuktuk, the ancestral and unceded territory of the Mi'kmaq.*