

Subject: [msvufa-univ-list] Fw: Oct 9 Updates on CA and RTPP
Date: Thursday, October 10, 2024 at 1:59:20 PM Atlantic Daylight Saving Time
From: msvufa-univ-list on behalf of Lindsey MacCallum
To: msvufa-univ-list@msvufa.ca
Attachments: image010.png, image011.png, image012.png, image013.png, image015.png, image016.png, image017.png, image018.png, image001.png, image002.png, ATT00001.txt, ATT00001.txt

Hi all,

To clarify: the FA Exec was not aware that members were receiving RTPP notification letters, or being provided links to submit their application files in May, June, July, etc. The VPAP's office did not inform us and we were not notified by any member up for RTPP, so we had no way of knowing this was happening. During this time period we were operating on the understanding that the VPAP's office was abiding by the Joint Committee memo of late March, which stipulated the delay of all RTPP timelines to two weeks post signing of the Collective Agreement; as Kelly noted, this is a binding decision that both parties are supposed to uphold.

We sincerely believed that the Collective Agreement would be signed during that Spring-Summer time period, and were working towards that goal. Once August arrived and it became clear that the Employer was not willing to provide us with a complete and accurate Collective Agreement in a timely manner, we began discussions via the Joint Committee regarding RTPP deadlines. It was in September that the FA Exec learned that some members had been told by the VPAP's office that they were to proceed with 'normal' RTPP timelines, and were indeed preparing files, DRCs were being formed, etc. FA Exec members on the Joint Committee asked the VPAP's office for clarification on RTPP timelines to be sent to members in advance of September 15th, but were ignored. The VPAP's office has since admitted their error in allowing this misinformation and miscommunication to happen.

Our focus right now is two-fold: working via the JC to put into place revised RTPP timelines ASAP, and working via the Labour Board to obtain an accurate Collective Agreement. This is an unprecedented experience for us all, and I know it's incredibly stressful. The FA Exec and the Lead Negotiator are working daily to resolve these issues.

Lindsey

Lindsey MacCallum (she/her)
Scholarly Publishing Librarian
Mount Saint Vincent University Library
K'jipuktuk (Halifax)
Phone: (902) 457-6402
Website: <http://www.msvu.ca/library>
**Note that I generally observe email-free evenings and weekends.*

Vice President, MSVU Faculty Association: for FA queries, please email lindsey.maccallum@msvufa.ca

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From: msvufa-univ-list <msvufa-univ-list-bounces@msvufa.ca> [REDACTED]

Sent: October 10, 2024 11:59 AM

To: [REDACTED] msvufa-univ-list@msvufa.ca <msvufa-univ-list@msvufa.ca>

Subject: Re: [msvufa-univ-list] Oct 9 Updates on CA and RTPP

I will speak for myself here but the confusion lies in the inconsistent advice and messaging since the FA meeting on 19-September when this issue was first suggested that those with RTPP files either choose to follow previous CA and/or withhold them to add 'pressure' on the Employer.

[REDACTED] question remains and I, too, am curious of the FA's response: What did we know about the issue of RTPP and the implications of a potential delay, and when did we know it? With due respect, the answers so far are not satisfactory.

[REDACTED]

[REDACTED]

[REDACTED]



From: msvufa-univ-list <msvufa-univ-list-bounces@msvufa.ca> [REDACTED]

Sent: Thursday, October 10, 2024 11:11 AM

To: msvufa-univ-list@msvufa.ca

Subject: Re: [msvufa-univ-list] Oct 9 Updates on CA and RTPP

That sounds like a great question to ask our administrators, as they are responsible for communicating their processes and procedures in a fair and equitable manner. After all, our Collective Agreement is just that, and agreement between us AND them. They bear a tremendous amount of responsibility for this confusion.

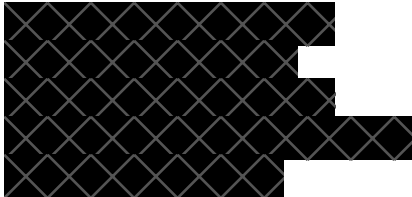
Warm regards,

[REDACTED]



Hello,

As Genevieve notes "upon returning to work after the strike, the Employer has chosen not to honour many of these gains" so my question remains the same - where were these concerns in March, April, May, June, July, and August?



From: Genevieve Boulet <Genevieve.Boulet@msvu.ca>

Sent: Thursday, October 10, 2024 10:56 AM

To: Kelly Resmer <Kelly.Resmer@msvu.ca>; Phillip Joy <Phillip.Joy@MSVU.CA>; msvufa-univ-list@msvufa.ca <msvufa-univ-list@msvufa.ca>

Subject: Re: Oct 9 Updates on CA and RTPP

Bonjour,

Recognizing the significance of the RTPP process, your bargaining team has consistently advocated for needed improvements in the last few negotiation rounds. Our efforts have focused on transparency, fairness, and equity within the process. Thanks to our solidarity during this round, we secured several of these improvements. Unfortunately, upon returning to work after the strike, the Employer has chosen not to honour many of these gains. There remains substantial outstanding issues regarding these articles. Notably, the RTP article for lab instructors is missing sub-articles that affects the coherence and integrity of the process and much of the RTP article for our librarian members is still missing from their recent draft of the Agreement. As Philip highlighted in his email, it is precisely for the reasons he raises that we refuse to yield to the Employer's tactic of stalling and holding our members hostage in an attempt to renege on our tentative agreement. It would be both unfair and inequitable for some members to proceed under one CA, others under a different one, and some not be able to proceed at all. The only

solution is to uphold our solidarity as we continue to fight for the honouring of our tentative agreement and to ensure that no member affected by these delays are penalized.

En toute solidarité/In solidarity,
Geneviève

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

Geneviève Boulet, PhD (Pronouns: she/her)
Associate Professor of Educational Mathematics, Faculty of Education
Lead Negotiator, MSVUFA
Mount Saint Vincent University
Halifax, NS, B3M 2J6
Genevieve.Boulet@msvu.ca

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

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From: msvufa-univ-list <msvufa-univ-list-bounces@msvufa.ca> on behalf of Kelly Resmer <Kelly.Resmer@msvu.ca>

Sent: October 10, 2024 10:20 AM

To: [REDACTED]; msvufa-univ-list@msvufa.ca <msvufa-univ-list@msvufa.ca>

Subject: Re: [msvufa-univ-list] Oct 9 Updates on CA and RTPP

Thanks for your email, [REDACTED]. Indeed the existing collective agreement is legally in effect but Joint Committee for Administration of the Agreement (JC) decisions are also binding (CA article 7.4).

Once we realized the collective agreement would not be signed in a timely manner the FA recognized the need to allow this process to continue but also wanted members to receive the benefits from the ratified collective agreement. We did not want members to lose out on another year of these updates to our RTPP processes. We began this discussion at JC meeting in early August. We also are finding there is a lot of mis-communication, for example some members were told to hold off on applications for promotion (correctly following the March 2024 JC memo), while others were told to follow the 'old' collective agreement.

We are here for you and want the best for all our members. My own permanence application was temporarily stalled through no fault of my own and it was very stressful so I understand a small sliver of what you are experiencing. I agree, what is happening is truly unprofessional, we

are doing whatever we can to work with the administration to address the RTPP process. Unfortunately our emails and meeting requests are all going unanswered.

Take good care. We are open to your thoughts and suggestions and appreciate this dialogue.
Kelly

[Kelly Resmer \(she/her\), PhD](#)
Lab Instructor

Department of Chemistry & Physics
Evaristus C204
MSVUFA Grievance officer: grievanceofficer@msvufa.ca
Mount Saint Vincent University
166 Bedford Hwy I Halifax NS Canada B3M 2J6
kelly.resmer@msvu.ca

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From: msvufa-univ-list <msvufa-univ-list-bounces@msvufa.ca> [REDACTED]
Sent: Thursday, October 10, 2024 9:43 AM
To: [REDACTED] Tianyuan Yu <Tianyuan.Yu1@msvu.ca>; msvufa-univ-list@msvufa.ca
Subject: Re: [msvufa-univ-list] Oct 9 Updates on CA and RTPP

Dear Colleagues,

Thank you, [REDACTED], for your thoughtful message and recognition of the challenges faced by many of us during this difficult time. I would like to echo [REDACTED] sentiments. His words should not be lost by other messages but stand forefront in our thoughts.

As everyone knows, the RTP process is a critical milestone in our careers, representing years of dedication and hard work. For those of us currently navigating this process, the ongoing uncertainty has been deeply troubling. We have adhered to all outlined timelines as stipulated in our current Collective Agreement, including the deadlines for updating academic files and responding to recommendations, yet our files remain in limbo.

It is confusing and disheartening that, despite confirmation that the CA is still legally in effect, the procedures for RTP are still being delayed. This situation has left many of us, especially early-career and non-tenured faculty, feeling vulnerable and unsupported. The inconsistency in handling different processes defined by the same agreement raises serious concerns around fairness, transparency, and equitable treatment (for example in our dept we are currently going through the selection of a new chair that is rooted in the CA but that process is allowed to move forward).

For those colleagues who are already tenured, I would ask you to consider how you would feel if your own processes were delayed in this manner. Would it be deemed professional? Would you accept being placed in a position of uncertainty despite meeting all the requirements? I believe reflecting on these questions can help foster understanding and support for those currently going through this difficult situation.

Now, more than ever, it is essential that advocate for our colleagues who are the most precarious of us - early-career and non-tenured faculty. The voices of those impacted need to be heard, and it is crucial that we hold all parties accountable to ensure that our current CA timelines are respected.

I encourage everyone to reach out, ask questions, and push for clarity in these processes. We need to emphasize that the commitment, time, and effort that go into preparing our portfolios deserve the respect and attention they warrant.

Thank you,

[REDACTED]

[REDACTED]

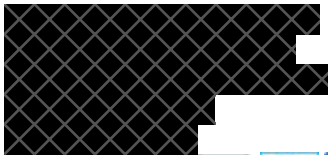
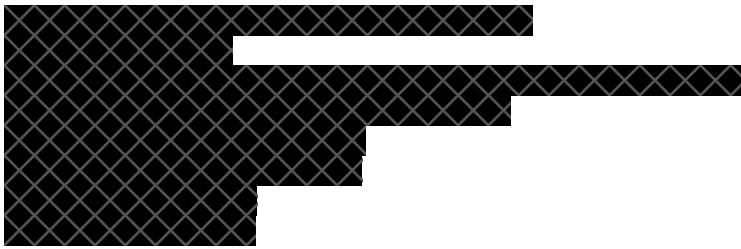
From: msvufa-univ-list <msvufa-univ-list-bounces@msvufa.ca> [REDACTED]
[REDACTED] 5 AM
To: [REDACTED]; Tianyuan Yu <Tianyuan.Yu1@msvu.ca>; msvufa-univ-list@msvufa.ca <msvufa-univ-list@msvufa.ca>
Subject: Re: [msvufa-univ-list] Oct 9 Updates on CA and RTPP

Dear FA Members,

In addition to [REDACTED] thanks to the FA Executive and BT – whose efforts have been thanked tirelessly – it's also worth thanking each of you, FA members.

The time that has been taken from you and your loved ones; focus away from your excellent teaching, innovative scholarship, and exemplary service; and well-being: I cannot think of a greater sacrifice in labour relations than your patience and goodwill. In particular, a lot is being asked of those of us who don't get to enjoy the protection of tenure/permeance and financial benefits that come with rank. This is completely unjust. Please know that what is being visited on you/us and your response is the only shining example of 'solidarity.' So, to those with academic files waiting to be adjudicated for RTPP this year: **thank you.**

We shall overcome.



From: msvufa-univ-list <msvufa-univ-list-bounces@msvu.ca> [redacted]

[redacted]

<Tianyuan.Yu1@msvu.ca>; msvufa-univ-list@msvufa.ca

Subject: Re: [msvufa-univ-list] Oct 9 Updates on CA and RTPP



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From: msvufa-univ-list <msvufa-univ-list-bounces@msvufa.ca> [redacted]

[redacted]

Sent: Wednesday, October 9, 2024 7:45:13 PM

To: Tianyuan Yu <Tianyuan.Yu1@msvu.ca>; msvufa-univ-list@msvufa.ca <msvufa-univ-list@msvufa.ca>

Subject: Re: [msvufa-univ-list] Oct 9 Updates on CA and RTPP

Dear Tianyuan and members of the FA Executive and Bargaining Team,

As difficult as these delays are for us, the MSVUFA members, I can only imagine how much stress and concern this places on you all.

Please know that your tireless efforts on my behalf and on that of all FA members are greatly appreciated.

In solidarity/En toute solidarite,



From: msvufa-univ-list <msvufa-univ-list-bounces@msvufa.ca> **On Behalf Of** Tianyuan Yu
Sent: Wednesday, October 9, 2024 3:39 PM
To: msvufa-univ-list@msvufa.ca
Subject: [msvufa-univ-list] Oct 9 Updates on CA and RTPP

Dear MSVUFA members,

I'm writing to bring an update on CA and RTPP issues.

On signing of the CA

A 30-minute CMC (Case Management Conference) between the two parties was held by the NS Labour Board at 9am today October 9. As proposed by the Employer, the CMC completed the procedural items including setting the date for a three-day hearing for January 13-15, 2025. The CMC was followed by a facilitated discussion with Chair of the Labour Board. The facilitated discussion was constructive. However, the Employer has yet to offer any definite response to the FA's counter-proposal submitted on October 1. The Employer's lead negotiator and the FA lawyer will meet again this week. There is hope for the two parties to continue the constructive discussion facilitated by Chair of the Labour Board in the following weeks. We understand that extending the process to a hearing in January 2025 would be unthinkable for FA members. We are focusing on continuing the facilitated discussion with the Employer and striving to reach an agreement soon. The Labour Board Chair has asked the two parties to keep anything communicated during the facilitated discussion confidential.

On RTPP issues

As mentioned in previous updates, the FA members on Joint Committee (JC) submitted a proposal for interim RTPP Timelines and Articles to the Administration members on JC on Monday, September 23. A JC meeting was held on September 24 to discuss the details of that proposal. At that time, we asked the Administration for a response to the proposal by the end of that week (Friday, September 27). Hearing none, we sent another request for the Administration's response on October 2. Today we still have yet to hear anything. This further delay by the Administration has caused tremendous stress and are deemed unacceptable by FA members.

Today October 9 the FA members on JC sent yet another follow-up request to the Administration members on JC for their immediate response to our interim RTPP protocol submitted on Sep 23. We also called for a JC meeting to resolve the RTPP issues scheduled for next week and no later than October 17. We offered three dates for the meeting: Oct

15, Oct 16, and Oct 17, and requested the Administration's response on their availability.

In addition, we proposed that the RTPP workshops (traditionally given by the VPAP along with the FA Reps) be delivered ASAP. For your information, during the September 24 JC meeting we proposed three workshops: 1) Reappointment, 2) Tenure/permanence/promotion (Assoc. Prof, lab instructor II, librarian II, III), 3) Promotion to full professor/librarian IV. We also proposed that these workshops be delivered in a synchronous mode to allow for Q&A opportunities and be recorded for those unable to attend to view afterwards.

We are still waiting for the Administration's response and will bring you further updates once available.

In solidarity,
Tianyuan

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Tianyuan Yu, PhD (she/her)

Associate Professor of Management

Department of Business and Tourism & Hospitality Management

Mailbox M120, Mount Saint Vincent University

166 Bedford Highway, Halifax, Nova Scotia, B3M 2J6, Canada

<http://msvu.ca/business>

<http://msvu.ca/tourism>

President of the MSVU Faculty Association

<https://www.msvufa.ca>



"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.

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msvufa-univ-list@msvufa.ca

http://msvufa.ca/mailman/listinfo/msvufa-univ-list_msvufa.ca