
[msvufa-univ-list] Update December 2 - Upon signing the CA and a CAUT Resolution

From msvufa-univ-list <msvufa-univ-list-bounces@msvufa.ca>
on behalf of
Tianyuan Yu <Tianyuan.Yu1@msvu.ca>
Date Mon 12/2/2024 12:40 PM
To msvufa-univ-list@msvufa.ca <msvufa-univ-list@msvufa.ca>

 2 attachments (1 MB)

FINAL 2023-2026 BoG-MSVUFA Collective Agreement signed 29 Nov 2024.pdf; ATT00001.txt;

Dear MSVUFA members,

As you know, the new Collective Agreement (CA) was finally signed by both parties on the afternoon of November 29. I wish I could simply celebrate our success and share joy with you. However, I truly have complicated feelings at the moment and have important news that I wish to share with you.

The new CA was signed 260 days after its ratification on March 14. Our old CA expired one and a half years ago on June 30, 2023 and the new CA will expire on June 30, 2026. So we are now halfway through the term of the new CA without being able to benefit from it. This unnecessarily prolonged process caused by the Employer's delay tactics has effectively reduced the life and power of the new CA, allowing the Employer to defer their obligations and to continue accruing interest on retroactive pay at the expense of the FA members. At the same time, the delay has depleted the FA's resources, both financially and in terms of FA members' time, energy, and emotional labour that could have been contributed to teaching, research, and collegial service which are core to the University's mission. Needless to say, the delay has also been devastating to the University as a community leading to immense financial and psychological cost sustained by all community members. Furthermore, the Employer used the delay to undermine union solidarity through misleading communications, causing distrust and division within the FA membership. Last but not least, the Employer has attempted to block the dissemination of information regarding the labour relation issues to the Board of Governors while continuing to hinder the ability of the FA-appointed members to represent FA members on the Board of Governors.

The MSVUFA is profoundly concerned that the MSVU Employer's approach may set a precedent, leaving all faculty unions vulnerable to abusive actions by the Employers across the country. We firmly believe that it is critical for all faculty unions across the country to work together to ensure that such an approach will never be adopted again and will never succeed. I attended the 97th Canadian Association of University Teachers (CAUT) Council meeting held in Ottawa on November 29-30. I expressed our deep concerns at the meeting and received heartfelt empathy and sweeping support from all CAUT members, with three rounds of huge applause from over 200 attendees interrupting my 10-minute speech at the meeting. On November 30, the 97th CAUT Council Meeting **unanimously** passed a resolution:

"That the CAUT affirm the MSVUFA's position that the delay tactics of the Employer at MSVU in signing the Collective Agreement are unacceptable and that such tactics must not set a

precedent nationwide."

The CAUT Executive will be sending a formal letter to the MSVU Board of Governors to let them know the CAUT's unanimously passed resolution and to reaffirm that the CAUT stands behind MSVUFA in its collective endeavour!

The MSVUFA is committed to reflecting on and drawing lessons from this unprecedented job action experience while exploring constructive ways to work with the Employer for the best interest of the University as a community. Moving forward, we will also be working with the Employer and Administration to ensure that all aspects, especially the changes/additions to the CA, be properly implemented and enforced throughout the term of the new CA.

A copy of the new CA signed by both parties will be uploaded to the FA website ASAP and by end of day tomorrow December 3. I am also attaching a copy of the new CA to this email for your convenience.

Hurray and 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.