

Your next

# collective agreement

## BARGAINING 2019 UPDATE

A note from your provincial bargaining co-chairs  
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## Update: Jan 2020

The FPSE Template Table (FTT) Committee and Open Caucus returned to the bargaining table January 6 to January 8, 2020. The caucus put in long days, responding to the Employer packages, creating counterproposals, and working to move the Unions' bargaining agenda forward.

## Outstanding Issues

The list of outstanding issues is small but important. The pro-rata pay/secondary scales proposal and the general salary increase are the Unions' biggest outstanding issues. In the last Employer salary proposal, retro pay was contingent on all negotiations (template table and all local) concluding by June 30, 2020. This means that if we do not reach a deal by this date, no one would receive a pay increase for the time between when our agreement expired last year, and when we reach a deal.

## Indigenization Themes

Two outstanding union proposals relating to Indigenization themes are also significant for all the signatory locals. One proposal aims to improve recruitment and retention of Indigenous faculty – something which would greatly benefit students and is consistent with current government initiatives. The other proposal would grant a very small amount of paid leave for Indigenous faculty to attend cultural events. The current structure of our Statutory holidays is very colonial.

## Pro-rata Pay

FPSE Unions have identified Secondary Scales as the most important bargaining issue this round. The Unions' goal is still to achieve a defined pathway so we can begin to eliminate all secondary scales at the FPSE locals which have these. While there is much common ground on the Secondary Scales Framework proposal, there are significant conditions in the Employers' version, including the conditions imposed for accessing the SIA, which prevent Union agreement on the proposal.

The Employer is holding firm that all monetary improvements need to come out of the Service Improvement Allocation (SIA) fund, but only in return for tangible service improvements to students being negotiated at the local level after the Template Table is concluded. The Union position is that improving recruitment and retention of Indigenous faculty is a service improvement which would greatly benefit students. The Employer disagrees.

The Union would not agree to a scenario where each local would have to subsequently make local concessions to make progress towards ending secondary scales at their local. It is essential for the Union to achieve one framework at the FTT so locals just need to negotiate implementation, not re-negotiate conditions to unlock the SIA.

## What's next?

At the moment, there are no new dates for Template Table negotiations. Local bargaining is beginning or continuing for most FPSE locals. The Unions will continue to seek paths to the resolution of the outstanding issues.

## What can you do?

Talk to your colleagues! We need every single member to know our current bargaining status. If one of our colleagues hasn't received this message, tell them to contact your bargaining team immediately.