

Collective Bargaining 2020

**Membership Update Meeting
Brief Presentation**



Collective Bargaining 2020

Agenda

- Anti-Harassment Officer : (Karen Cleaver : Vice President)
- Presidents Remarks (Keith Goulet)
- Chief Negotiators Remarks (Niru Philip)
- Collective Bargaining Committee Introductions
- Table Team Introductions
- Brief Presentation
 - Article, Rationale, Questions
- Next Steps, Timeline



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Presidents Remarks Keith Goulet



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Chief Negotiators Remarks Niru Philip

- Bill 124
- How did we get here
- Interest Based Bargaining



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Collective Bargaining Committee 2020

17 Members in total including the Table team.

Amber Sober (ICT)

Matthew Little (ICT)

Ryan Doyle (ICT)

James Weber (ICT)

Rene Paquin (ICT)

Sandra Dalpe (Arts)

Tracy Cochrane (R&A)

Siobhan Bhagwat (Ceremonies)

Melanie Lafrance (SBE)

Rosemary Springett (Research Finance)



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Table Team 2020

7 Members in total

Niru Philip (Co-Chair, Chief Negotiator)

Keith Goulet (Co-Chair)

Doug Roberts (Library)

Jennifer Williams (R&A)

Connie Palenik (KPE)

Karen Cleaver (LSBE)

Stefanie MacKinnon (ICT)



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LAURIER Table Team 2020

Co-Chairs:

Kate Konopka

Joanne Roberts

Secretary: Jennifer Moore

Management Representatives:

Christie Johnson

Ruth MacNeil



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Compensation

- In June 2019, the Provincial Government legislated salary increases to 1.0% for 3 years
- All major unions in Ontario have filed a Charter Challenge against the legislation as a violation of our ability to freely Collective Bargain.
- Expectation is that the Challenge will not be heard in the courts until 2021 and may take a while.
- Introduced language such that if the legislation is no longer enforced, whether it be through a successful Challenge or if its repealed, then the University would provide an additional increase.



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Benefits

- Proposal is equitable to that which WLUSA achieved.
- Vision Benefit improved to \$500 and includes prescription sunglasses
- Psychology Benefit improved to \$1000 and includes psychotherapists
- Hearing Aids Benefit improved to \$1000



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Parking

- We know that WLUFAs agreed to a significant parking increase over the next 3 years. (20% / 3% / 3%)
- Increases are status quo. (they increase the same percentage as our salary increase (1% / 1% / 1%))
- We are proposing the amount changes from an annual fee to a bi-weekly fee to be in line with current practice.
- Increase minimum guaranteed spots.



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Job Evaluation

- A re-write of the process of completing the evaluation that is in line with current practice
- Clarification that evaluations must be agreed to by both sides before submission to HR for scoring
- Clarification that managers may not alter job descriptions while there are Members in that job
- Force job re-evaluations to occur every 5 years to ensure up-to-date job descriptions
- In addition to time release, Members be entitled to alternate workspace to complete an evaluation.
- Change how retroactivity works for re-evaluations. Members and managers must agree on when changes to the job occurred before submission so that retroactivity is applied fairly if the position is evaluated at a higher grade level.



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Working From Home

- The recent pandemic has changed the dynamic of how we operate as an institution. The current language in Article 23.9 is no longer sufficient for dealing with the concept of working from home as part of a regular scheduled week.
- Proposal includes a Letter of Understanding where both sides will form a committee within 6 months of ratification to sit down and discuss how Working From Home can work going forward with a goal of re-writing Article 23.9.



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Miscellaneous

- Allow 30 min lunches to happen as part of a regular working schedule.
- December 24th to be a paid holiday, if it falls on a weekday.
- Vacation accrues for those who are on a paid sick leave longer than 30 days. (Currently, vacation stops accruing after 30 days)
- Letter of Understanding to include WLUSA Members in any early retirement incentive program that is offered to other employee groups.



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Next Steps

Bargaining Dates: July 17th, 28th, 30th, Aug 5th, 6th

- **Agreed with Laurier to work toward a tentative agreement date of Aug 14th**
- **WLUSA will plan a Proposal Presentation to the Membership the week of Aug 19th**

[wlusa.ca\bargaining](http://wlusa.ca/bargaining) 2020



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Time to Negotiate!



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