

A Message from the CAAT Academic Bargaining Team 28 January 2010

As you may know, The Council released their offer of settlement and their ultimatum to the faculty bargaining team to take that offer to a vote.

That The Council did this is not surprising. That they did it while bargaining was still ongoing is disingenuous, disruptive, and creates yet another barrier to settlement. The team will certainly be responding to this tactic. This is a lawyer's trick, typical of the tricks and ploys from management that have plagued this round of bargaining.

The union took a vote on January 13. We will not take a vote every few weeks. The CCBA allows faculty to take a ratification vote. [Section 16] Their current offer is not one we will recommend for ratification. It is not significantly changed from the offer in place on January 13. The old CCBA required a rejection vote. The new CCBA enables management to take a final offer vote. [Section 17, 2] They won that right. It is up to them to use it. That old requirement on the union was deliberately removed.

Our objective is to bargain a fair settlement. We have not left the bargaining table.

They characterize their offer as a "final offer" but this is only the latest in a series of offers that they said were as far as they could go. They say the same in every round.

In terms of workload, the Task Force recommendations, and the imposed terms and conditions, their offer has only changed marginally since before the strike vote. In terms of the bargaining priorities, their offer is the same as they imposed on November 18. It is the same offer that faculty rejected by voting in favour of strike on January 13. It continues to reflect their broken promises, their refusal to fully implement the Task Force recommendations to which they had already agreed.

In our view they do not truly want a vote. If they did, they could take that vote at any time. We invited them to do that in November, they refused. They preferred imposition to bargaining.

The harm they are doing to the system, and potentially to students, is serious and inexcusable.

Council's release indicated we would give them an answer as to whether we will take a vote, by noon today. This is not what we told them. It is not true.

We are proceeding with our meeting of union local presidents on Saturday as this will be an important opportunity to consult and brief the locals further.