



**BARGAINING
BULLETIN
ISSUE #2
FEBRUARY 9
2016**

This is the second of a series of Bargaining Bulletins which will be issued by the Executive to inform and educate members about the 2016 collective bargaining process.

How does the Executive and the Negotiating Team determine bargaining priorities?

Please note that not everything which is brought up in member consultations is tabled during negotiations. Instead, the determination of bargaining priorities is the result of a combination of factors:

- **Member feedback:** this feedback is taken very seriously in the deliberations of the Executive and Negotiating team.

- **Previous agreements:** negotiators also look back at previous agreements to see what was accomplished and what was not.
- **Issues which arise between bargaining rounds:** issues which arise from grievances, arbitrations, etc...often have relevance for collective bargaining and must be considered by the negotiators.
- **Expertise:** negotiators often rely on their own expertise in determining what will work during negotiations. They also use research from comparator institutions, as well as advice and expertise from labour lawyers, CAUT, and FNBFA.
- **Climate:** the bargaining climate plays a role in determining what may be reasonably be negotiated. Many factors determine the nature of the bargaining climate, such as university and provincial budgets; trends at other comparator universities; and so on.
- **Consultations between the Negotiating Team & the Executive:** although the Executive relies on the expertise of the Negotiating Team, the buck ultimately stops with the Executive: the Executive must endorse bargaining priorities before they are presented to the membership. Once the Executive endorses bargaining priorities, they are **presented to the membership for ratification**. This meeting will take place on **26 February 2016**.

Respectfully submitted by Bonnie Huskins, FAUST Professional Officer