

Brescia Faculty Association

BARGAINING BULLETIN

June 21, 2016

As you may know, bargaining has begun on a new Collective Agreement. Our current agreement expires next week, June 30, 2016 (more on this below).

Members of the Bargaining Committee:

- Jennifer Sutton, Chief Negotiator
- Melissa Jean, BFA President
- Dennis Hudecki, Past BFA President and elected committee member
- Paula Dwortzek, BFA Treasurer and elected committee member
- Ed Bell, Past BFA Chief Negotiator

News from the bargaining table:

- **Bargaining sessions:** We've had 7 bargaining sessions with the employer, each lasting a full day.
- **Progress so far:** As of our most recent session on June 17, both sides have tabled all articles they intend to open or propose. So far, we have tentative agreement on 16 articles (including Hiring, Leaves, Sabbaticals, Layoffs, and others), and 9 articles/appendices/letters of Understanding are still under negotiation.
- **Work that remains:** We have finally begun to talk about monetary issues such as salaries, pension, and other articles including Workload. It is early in these discussions and there is some distance between sides on these issues.
- **Upcoming bargaining dates:** Our next bargaining sessions are July 26 and 28, followed by a break until 3 days at the end of the summer: August 23, 25, and 30. All sessions are booked for full days.

The current Collective Agreement expires June 30, 2016. What you need to know:

- **Business as usual:** Without a new CA for July 1, the provisions of the current agreement are still in effect. Your PTR value will increase by 1 (if July 1st is the date on which you began your position at Brescia), with a value equal to PTR in 2015-16 (\$2342). As a reminder, your salary is calculated using the formula in Article 27 of the current CA:

$$\text{Basic salary} = [\text{salary floor}] + [(\text{PTR}) \times (\text{years of service}) \times (\text{multiplier})]$$

- **Pay periods in 2016-17:** There are 27 pay periods in 2016-17 instead of the usual 26. This means your annual salary will be divided by 27, making each biweekly installment smaller than usual (i.e., if there were 26 pay periods). Your annual salary is still calculated using the formula above.

Thank you for your time and please stay tuned for updates as bargaining continues.

BFA Bargaining Committee

Please contact Jennifer Sutton (jsutton7@uwo.ca), with any questions, concerns, or interest in supporting our bargaining efforts.