



PSAC Members at the University of Saskatchewan The Bargaining Process has Started

Your bargaining team met and exchanged proposals with the employer on March 3. We have officially begun the process of obtaining a collective agreement to improve your working conditions.

Attached to this update is the set of proposals that your Union put on the table. These first proposals will form the foundation of your agreement. We will soon be putting more proposals on the table that deal with important issues like appointments, hours of work, and of course money. Here is a brief summary of the issues that are currently on the table:

- Language to protect members from arbitrary or unfair discipline; removal of disciplinary records after a period of time
- Strong protections from discrimination and harassment
- Academic freedom for those who are responsible for content and/or presentation of course material
- Clear protections on occupational health and safety
- Access to your official employee file to ensure that it is fairly maintained
- Allowing members to refuse to cross the picket line if another group is on strike
- A grievance procedure to resolve any problems with the agreement
- Definitions of who is a member of the union and how dues are collected
- Ensuring the union has proper information to represent members; and to allow us to run meetings and conduct our business on campus

We will be working on these issues at the table and once we have made progress, we will begin the process of discussing other issues including wages and other monetary concerns.

The employer also tabled a small package of non-monetary proposals. Their proposals include:

- Drawing a firm line between student and employment matters
- Management rights
- Prevention of harassment and ensuring that complaints go through the employer's policy process
- Ensuring no strikes and no lockouts during the agreement
- Cooperation on health and safety

There is some overlap between their proposals and ours. We will work to get the strongest language possible to best protect all members.

We will be running a series of meetings with members to get your input on issues that are important to you. Please come out and have your say at that time. We plan to continue consulting with our members about your priorities for collective bargaining.

We have set a number of dates to continue negotiations. We will be meeting the employer again later in March, in April and in May. We will be sending out an update like this after every time we meet to negotiate.

Getting a first collective agreement is a long road. We are happy to take these first steps and we will continue to keep you informed throughout the process. Please contact your bargaining team if you have any questions or concerns. Our Local's email is usask.age@gmail.com

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