

**October 26, 2016**

**Bargaining update – Keep the Pressure on**

With just six days remaining before UMFA Members could walk the picket lines, the pressure on administration to negotiate a fair deal on workload, assessment, job security, and salary continues. The bargaining teams met this morning to discuss some of the outstanding non-core issues, before mediation begins tomorrow.

The parties are on the same page concerning the employer's proposals to improve orthodontic and drug benefits, and have agreed on lowering requirements for maternity-leave top-ups. The parties have also signed off on a 'letter of understanding' on pension plan contributions, which ensures that the University will not increase member contributions without approval from Association.

However, **the employer continues to refuse to move on several other proposals**, including an important workload provision, which would provide adequate administrative support for guidelines, policies, procedures, and systems like CONCUR.

Starting tomorrow, **the core issues you have prioritized (which are summarized on our website [here](#)) will be discussed during mediation**. Sessions are scheduled for Thursday, Saturday and Sunday. The bargaining teams will also meet again, without the mediator, this Friday.

The goal for our team continues to be negotiating the best deal possible for our Membership.

If a fair and reasonable settlement is reached, we will let you know right away. Please check your emails periodically throughout the day on Monday.

**What can Members do to help?**

We need to keep the pressure on administration to move on our core demands.

- Keep the conversation going and rally the support of students, colleagues and friends in the community.
- Talk to your students and colleagues about the issues and why they should care. Encourage them to contact President David Barnard via phone or email and tell him we deserve a fair deal.
- Visit our website ([umfa.ca](http://umfa.ca)) for resources such as sticker templates, window signs and a PowerPoint presentation you can use when talking to your students. Continue to share your stories on social media to let administration know **#WeMakeUofMHappen** and we are **#ReadyForAFairDeal**. We have just launched a YouTube channel, where we will host videos from our rallies and key events – share our videos to keep the momentum going.

Finally, I want to say thank you to everyone who has been working hard supporting our efforts at the table. By coming out to our events, our information sessions, spreading the word on social media and more, you are putting that pressure on the administration and letting them know that these matters are important to the future of education at UM, and worth striking for.

In solidarity,

Mark Hudson  
UMFA President