

November 3, 2016

Strike Day 3 Update

Dear Colleagues,

Today's strike update is below. But first, an important announcement:

RALLY IN SUPPORT OF UMFA

TOMORROW (FRIDAY) NOVEMBER 4

GATHER AT 11:30 am, CHANCELLOR MATHESON AND UNIVERSITY CRESCENT

(FOR THIS EVENT ONLY, IT IS OK TO PARK IN YOUR USUAL SPOT FROM 11 – 1:30)

Conciliation continued today, with provincially appointed mediator Dennis Harrison. I can't give you too many details about conciliation, but I can tell you that the administration expressed skepticism about workload increases, actually suggesting UMFA members' workloads have not gone up. Let's just say, this is not what UMFA members have seen.

We are asking for more input into the size and nature of our workload. UMFA members deserve adequate time to do the work we were hired to do. Time to do research, to prepare for teaching, to meet with students, to teach in our areas of research expertise, to attend presentations and collaborate with colleagues – without these tasks being crowded out by the creep of administrative tasks or the imposition of increased teaching loads.

While administration claims it does not have the resources to invest adequately in teaching and research, there is plenty of money for administrative compensation. For example, last year President David Barnard's compensation was \$452,481. That is more than the salary of the President of Canada's largest university (Toronto). It ranks third out of all Presidents of U13 universities. And is even more than the Prime Minister's salary.

Workload changes have also robbed many of us of opportunities for day-to-day collegiality. But what's amazing is how much of that spirit that has re-appeared during our strike. Members are meeting colleagues on the picket lines and in Strike HQ. The energy is incredible. As much as we would rather be back at work, we are fighting for the integrity of our university, and we are doing it together. We have the support of our students, alumni, and colleagues from across the country. We can all feel proud of that.

If you have not already done so, join us! Stand with your colleagues for a better working life. You will NEVER be disciplined for going on legal strike. Even if you already told administration you would continue working, it is not too late to join us, and it's easy to do: fill in this [form](#) and send it to your Dean. Contact our Vice President, Janet Morrill, if you have questions: morrilljanet@gmail.com.

A reminder, Members who do two hours of picket duty daily receive strike benefits. Members who do picket duty every weekday also receive strike benefits for the weekends. Strike benefit cheques can be picked up on Mondays at Strike HQ. (And no, you do not have to fill out any Concur forms!)

In Solidarity,

Mark Hudson

PS: Yesterday in the media VP (external) John Kearsey expressed the administration's "confusion" over why UMFA members are striking, saying: "we think we gave them some stuff that they said they wanted."

For over a year, you, the members, have been telling us the issues that are most important to your working lives. And we have had dozens of bargaining meetings with administration to explain our concerns. UMFA members are committed educators and researchers, and we take these issues extremely seriously. But maybe we've been using the wrong terminology. So, here is The Stuff We Want:

- 1) A meaningful plan to get us off the U13 salary floor, so UM is able to attract and retain the best teachers and researchers in the future;
- 2) More time to do the work we were hired to do and protection against arbitrary workload increases;
- 3) Protection against the mandatory use of performance metrics, which, among many other problems, disadvantage Indigenous scholarship;
- 4) Job security for all UMFA members.

Provincial government interference has needlessly and recklessly complicated negotiations on salary. We still believe we deserve salary improvements, and we are considering our legal options. Whichever issues matter most to you, the best way to help us succeed is to join the picket lines.