

TSSU Info Session on:

Binding Arbitration

**Monday, October 26th
5³⁰pm, AQ 5118**

All questions answered about bargaining,
the "Final Offer Selection" process,
and the upcoming vote to accept or reject it.

Teaching Support Staff Union (TSSU)

AQ5129

www.tssu.ca

tssu@tssu.ca

facebook.com/tssu.ca

@tssu

helpline:
604-652-6202

office:
778-782-4735



- **Events this week**
- **Strike Timeline Recap**
- **Vince Ready's 'Final Offer Selection' (FOS) Proposal (White)**
- **'Memorandum of Agreement' on FOS (Green)**
- **Return to Work Agreement (Yellow)**

Events this week

- **Tuesday October 27th**, Polls open 12 noon - if you don't get a token email coordinator@tssu.ca
- **Wednesday October 28th**, Polls close 12 noon; General Membership Meeting 4:30 – 6:30 pm Harbour Centre 7000 with social to follow at the Railway Club!
- **Thursday October 29th**, GSS/SFSS hosted SFU Budget Consultation, 11 am SFU Theatre
- **Friday October 30th**, Zombie walk: 12pm, Convo Mall

Strike Timeline (1/2)

- **July 15-16th**: Second strike vote (86.1% yes)
- **July 22nd**: Grade withholding starts (2nd time)
- **Aug End**: Threat of picketing 50th anniversary brings John Driver to bargaining, we agree not to picket 50th but picketed ASB Sept 7th
- **Sept 13th**: Days of unproductive mediation end. Vince Ready recommends final binding arbitration (sends both parties white page)
- **Sept 14th**: Senate decides to graduate all students without grades
- **Sept 22nd**: Members vote 86.1% to reject 'final package', TSSU demands Admin come back to the table

Strike Timeline (2/2)

- **Sept 24th**: Bargaining around Ready's 'Final Offer Selection' (FOS)
- **Sept 29th**: Bargaining around FOS
- **Oct 5th**: Admin threatens TSSU with intention to terminate benefits effective Nov 1st
- **October**: tons of support started pouring in from all over Canada and SFU calling the benefit canceling 'a clear abuse of power'
- **Oct 15th, 16th, 20th, 21st, 22nd**: incredibly were spent bargaining around FOS non-binding arbitration clause and return to work agreement
- **Oct 22nd**: Greater Committee meeting held to decide if we should go to vote, unanimous yes

Vince Ready's 'Final Offer Selection' (FOS) Proposal (White)

Vince Ready's 'Final Offer Selection' (FOS) Proposal (White)

- 21 days of bargaining
- All unresolved issues then sent to Ready
- Process will be binding and final
- Process could be decided 'whole package' or 'issue by issue'
- All Job Action will cease upon acceptance of this proposal
- Vince Ready volunteered his services

‘Memorandum of Agreement’ on FOS (Green)

1. Administration and TSSU agree to implement and engage in Ready FOS Process

- “Subject to the process as outlined in paragraph ~~ten (10)~~ nine (9) below, the Parties agree to engage in the Vince Ready Final Offer Selection (FOS) process as set out in Mr. Ready’s letter to the Parties dated September 14, 2015.”

2. Limits Arbitration jurisdiction to PSEC mandate

- “In addition, as acknowledged on Sunday, September 13, 2015, the FOS Arbitrator’s jurisdiction extends to awarding monetary changes which must be within the total fiscal mandate as specified by the Public Sector Employers’ Council Secretariat: a 5.5% increase in total compensation costs to the employer with the implementation dates for general wage increases reflected in the September 13, 2015 SFU Monetary “Option A” on page one therein.”

3. Admin must detail how much proposals will cost (and their methodology)

- “For the outstanding items that are to be the subject of the FOS process, any such items which ~~have a financial implication~~ fall within the changes referenced in (2) above will be costed. The University will provide accurate costing of such items along with an explanation of the methodology employed at the outset of the FOS process, and during the process as necessary.”

4. Ready's awarding will be put into Collective Agreement (obviously)

- “The FOS process, as specified in clause #2 of Arbitrator Ready's September 14th correspondence, means that upon conclusion of the Parties' submissions, Arbitrator Ready's award will then be incorporated into the Collective Agreement.”

5. Admin's attempt at preventing Ready from having final binding arbitration authority removed

- ~~“Upon the publication by Mr. Ready of his award, the Public Sector Employers' Council Secretariat will determine whether the award exceeds the fiscal mandate as specified by the Public Sector Employers' Council Secretariat. If the Public Sector Employers' Council Secretariat determines that the award exceeds the said mandate, the award shall be void and the Parties will return to collective bargaining.”~~

5. If we vote yes and accept this, all job action will cease, grades entered and returned

- “Upon TSSU’s agreement as noted in ~~10.~~ 9. below, the Union will cease all strike action and immediately release all grades and marking and the University will not commence any lockout or other modification of the terms and conditions of employment. The University’s notice regarding the termination of health and welfare benefits dated October 5, 2015 will be rescinded.”

6. Mutual withdrawal of non-core issues from both sides

“That the following proposals are withdrawn (inclusive of any counter-proposals arising therefrom):

TSSU Proposals for changes to the following articles to be withdrawn:

- Article XXX – Definitions “Hour”
- Article XXIII Technological Change
- Article XXI: OH & S
- Article VIII C., E., & F Withdrawal of Services
- Article XIII TAs – Merger with XVI TMs
- Article XVI TMs – Merger with XIII
- New Article XV ELC/ITP - all proposals except those tabled by TSSU on September 24, 2015
- Article XIII TAs – all proposals except those tabled by TSSU on September 24, 2015
- Article XVI TMs – all proposals except those tabled by TSSU on September 24, 2015”

6. Mutual withdrawal of non-core issues from both sides (continued)

“SFU Proposals for changes to the following articles to be withdrawn:

- Article V – Union Representation
- Article VII – Union Information copies of CA
- Article X – Grievance, Informal Problem Solving
- Article XI – Arbitration
- Article XIII – TUG/Workload form (Also Article XV)
- Article XV.C.2.c
- Article XV – F.1. and F.2.a Appointment Priority
- Article XIV D.2 Sessionals (Monetary)
- L Article III.3; L Article V A.7.b (Monetary); L Article V A 4 & 5 (Monetary);
- L Article D; L Article IX.E 1, 2 & 3; Article XXV.D1 (Monetary); Article XXV.D.2 personal leave;
- L Article XI Time off for Union Business (Monetary); L Article XII.B (Monetary);”

7/8 Signed and agreed proposals: Childcare Fund Fix & Union Facilities

7. That each Party will immediately agree to and sign the University's last offer on changes to Article XXVIII TSSU Membership Child Care Fund, tabled September 12, 2015; and

8. That each Party will immediately agree to and sign the University's last offer on changes to Article VI Union Facilities, tabled September 12, 2015.

9. TSSU Bargaining Committee recommends that membership accept the FOS process

- “Upon the completion of ~~7, 8 and 9~~ 6, 7, 8 above, the Union Bargaining Committee will recommend that the TSSU membership accept referral of all unresolved issues to the FOS process as outlined in Vince Ready’s correspondence to the Parties dated September 14, 2015. In the event that the TSSU membership accepts the recommendation, the FOS process shall commence.”

10. If TSSU membership vote no, the mutual withdrawal (#6) is void

- In the event that the TSSU membership does not accept the recommendation referenced in ~~ten (10)~~ nine (9) above, then the agreements as specified in ~~7~~ 6 above will be void and the Union and the University will resort to their prior positions.

Return to Work Agreement

(Yellow)

Return to Work Agreement (Yellow)

In Summary:

1. Striking is legal and no retaliation or consequence may happen against any TSSU members
2. Ensure that members will have access to equipment needed to enter grades if need be. (Fixes problem Sessionals are having).
3. TSSU will let people know how to enter grades
 - A. Come to the Archives to pick up physical grades
 - B. Pay summer workers for the extra work
 - C. If grades are not picked up in one week, Administration will take them
4. The University will instruct Depts how to deal with grades being entered

Events this week

- **Tuesday October 27th**, Polls open 12 noon - if you don't get a token email coordinator@tssu.ca
- **Wednesday October 28th**, Polls close 12 noon; General Membership Meeting 4:30 – 6:30 pm Harbour Centre 7000 with social to follow at the Railway Club!
- **Thursday October 29th**, GSS/SFSS hosted SFU Budget Consultation, 11 am SFU Theatre
- **Friday October 30th**, Zombie walk: 12pm, Convo Mall