

Bargaining bulletin #12

Contributed by Executive Assistant
Tuesday, 04 December 2012
Last Updated Tuesday, 04 December 2012

Negotiations end without agreement on monetary proposals; off to arbitration.

***** Bargaining Update 2012-12-01 *****

SFUFA and the Administration held our last negotiation session on 2012-11-30 but we failed to come to an agreement on monetary items. Our bargaining bulletins have clearly shown the need for a fix to our salary scales. We were unable to come to an agreement with the Administration who indicated that they were constrained by PSEC (the Public Sector Employers Council) guidelines.

Consequently, the negotiating team felt that we had no choice but to go to arbitration. As a matter of principle, Arbitrators are NOT tied by governmental guidelines that are not legislated.

The arbitration process in our Framework Agreement is final offer selection (FOS). In this mode, both parties put forward their proposal and the arbitrator must select one proposal or the other in its entirety and both parties must accept it. This differs substantially from interest arbitration (IA) where the Arbitrator can pick and choose between items on the two proposals or even come up with a different proposal from those submitted. In final offer selection (our method), it is generally recommended that the issues be few in number and tightly focused.

Consequently, the Administration and SFUFA have agreed on a number of items below that will form part of both party's final offer to focus the difference in our respective proposals.

Click here to view full update: <http://www.stat.sfu.ca/~cschwarz/SFUFA/EBinfo/EB2012/BargainingBulletin-12-2012-12-01.txt>