

THE CAAT-A BARGAINING ADVISORY COMMITTEE

An Overview

DEFINITIONS

- CAAT-A: Colleges of Applied Arts & Technology - Academic
- BAC: Bargaining Advisory Committee
- BT: Bargaining Team (“the Team”)
- DivEx: Divisional Executive
- FT: Full-time
- PL: Partial-Load

WHAT IT IS...

- An initiative that started in 2017 intended to improve communication and transparency during bargaining.
- A direct means to draw on the wider collective knowledge of our division, with specific focus on including contract faculty voices and to recognize unique regional and local concerns
- A means of capacity building that strengthens the voice of the locals
- A way for members to feel increased investment in and ownership of the bargaining process

DIVISIONAL MEETING (2016)

→ Motion Resolution:

Therefore, be it resolved that for the 2017 round of bargaining, 1 member from each local's delegates to the pre-bargaining meeting in 2016 be elected by their local, plus 8 partial load members be appointed to a Bargaining Advisory Committee.

DIVISIONAL MEETING (2019)

- CAAT-A Negotiating Procedures were revised to include the Bargaining Advisory Committee as a standing committee during bargaining.
 - 1 delegate per local (FT or PL)
 - 8 PL members from across the province; selection by DivEx with consideration for regional representation, college size, and equity/diversity of members

RESPONSIBILITIES OF BAC MEMBERS

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- Each member shall respect the full confidentiality of the bargaining process and shall not share or discuss information outside of the DivEx, the BT, the BAC, and the Local Presidents without permission of the Team.
- Each member will commit to the time involved during the bargaining period and will make every effort to be available to participate as needed.
- To the best of their abilities, each member will endeavour to represent the viewpoints of their constituencies.

RESPONSIBILITIES OF BAC MEMBERS

- In order to best represent these viewpoints, BAC members are encouraged to participate and demonstrate leadership in provincial and local events leading up to bargaining. This includes the Pre-Bargaining Conference, Local Demand Set Meetings, and the Final Demand Set Meeting.
- Training for the 2021 Bargaining Advisory Committee will take place in early 2021.

COMMUNICATION

- The DivEx will set up an online forum for BAC members to communicate and will moderate the group as needed.
- Each region will have an assigned DivEx member to be the primary point of contact for BAC members and Local Presidents in that region.
- The DivEx will also help gather and share information with the BT, as required.
- The BT may decide to host discussions with the BAC and/or Local Presidents at their discretion.

TIMELINES

- Advice and insight will need to be gathered on a schedule decided by the BT.
- The Team will set deadlines in consultation with the DivEx, with the understanding that we are trying to capture feedback from the majority of BAC members and Local Presidents.
- Every effort must be made by members of the BAC to meet the deadlines set by the BT.

THE PRINCIPLES

- Voting for or against a settlement rests with the full membership.
- Consultations with the BAC are intended to gather the widest scope of representation on the issues on the bargaining table, and represent the widest support for these issues.
- Bargaining and mobilizing strategies and tactics ultimately rest with the Team. The BAC provides a clearer sense of the level of support for the Team, and additional energy for mobilizing.