

*Without Prejudice*

Subject: Articles to open for negotiations

2024/05/07

Dear Dwayne and Scott,

For this round of bargaining, ULFA will propose changes to the Academic Staff Collective Agreement that involve substantive changes as well as housekeeping/clarity changes. We remind you that our mandate themes are Fair Compensation and Fair Working Conditions as described in our opening statement. Further details on how these themes fit within our proposals may be found [here](#).

ULFA will present proposals on matters we consider to involve substantive changes for the following:

- Articles 4, 5, 10, 11, 12, 13, 19, 21, 23, 24, 25, 26, 28, 29, 32, 33, 35, 37, and 38.
- Schedules A, B, and D.

ULFA will also introduce a schedule on a Teaching Professoriate.

ULFA will present proposals on matters we consider to be housekeeping or improvement of clarity for the following:

- Articles: 1, 2, 6, 9, 20, and 36.
- Schedules: G, I, K, M, N, O, S, U, W, X, Y, and Z.

Some of these housekeeping tasks involve porting existing schedule language into articles. As is common practice, we expect that recent MOUs will be incorporated as new schedules.

ULFA continues to believe that the best way to engage in free and fair bargaining toward reaching a reasonable settlement is for both parties at the start of collective bargaining to exchange full proposal packages that include salary, benefits, and other monetary and non-monetary items.

We respectfully request that your team reconsider its position regarding the exchange of full packages including monetary items.

A draft Agenda for the May 21st and 22nd meetings will be forthcoming.

Sincerely,  
Locke

CC: Asma Abbott, HR Services Coordinator/Assistant to the Associate Vice-President, HR;  
Aaron Chubb, ULFA Executive Director