

Management Bargaining Team Chair's September 24th, 2021 Response to Union Presentation

We need to address two of the CAAT-A team's statements:

- JP suggested that we have not engaged in bargaining with the Union.
 - We note that we have attempted to engage the CAAT-A bargaining team in a discussion of interests that the team has refused.
- JP also said that we are unwilling to consider almost all of the faculties demands and proposals or to consider the concepts underlying them.
 - The fact is that we have addressed many of the issues the Union has raised through the counter proposals we have submitted. We are willing to discuss the problems the CAAT-A team has raised. It's the solutions the CAAT-A team are demanding that we are not willing to accept:
- We have addressed the issue of EDI, just not in the manner the CAAT-A team want.
- We have addressed the question of Indigeneity, just not in the manner the CAAT-A team want.
- We have addressed the questions of workload, just not the way the CAAT-A team require them to be addressed.
- We have addressed benefit enhancements which is a matter that CAAT-A team raised.
- We have addressed coordinator duties, just not in the manner that the CAAT-A team requires it.

It seems to us that the CAAT-A team considers our refusal to acquiesce to the Union demands as a failure to bargain.

In the interest of stability for our students, we are standing by for the CAAT-A team's agreement to one of the mediators tonight. That will allow us to contact them immediately and secure their assistance for next week so we can get mediation done before the agreement expires.

Heather has Peter's cell number with which to communicate with us. We've given the CAAT-A team the names of three mediators with extensive experience in the sector who can make themselves available to us next week.

We look forward to hearing back from the CAAT-A bargaining team.