



An update from your bargaining team

We have now completed all but a few minor non-monetary proposals. What this means is that we are moving into monetary discussions. This is still a broad category that includes salary, pensions, and teaching-focused positions, for example. And this will also be where we pursue the bulk of our LTA-related concerns. Members will recall that our mandate placed a heavy emphasis on securing improvements for our LTAs. This move into the final stage of negotiations is a welcome shift for your bargaining team, but it will undoubtedly bring us to some challenging negotiations. Keep your eye on this space for updates as the situation at the table unfolds. Negotiations Council members should also stand by for a meeting call in the near future.

In solidarity,
Sue Wurtele, Dirk Wallschlaeger, Mike Epp and
Marcus Harvey

Implicit bias

[Here](#) is an interesting post from the University of Oregon that talks about how implicit bias can influence things like hiring decisions. The article

Grievance filed

Last week TUFA filed a grievance on behalf of a member. We cannot relate specific details of this grievance but it focuses on the Dean's exercise of power as it pertains to departmental personnel committee recommendations.

GMM

We will keep members posted on this front. Our fall GMM meeting will be held in November, date and location to be finalized.

October Social events

We are still in the planning

provides examples and strategies to limit the influence of bias.

Hoodfar released

On September 26th Homa Hoodfar was released. We, like many other faculty associations, wrote letters advocating for her release and also provided funds to support the campaign for her release. Congratulations to everyone involved in bringing her home. Click [here](#) to read more about her story.

Did you know?

As committees are struck for the year ahead we would like to remind TUFA members of a clause in our CA (III.5.1.2) which specifies that the Departmental/program personnel committee must contain more than one rank and more than one gender. If there are not enough faculty members to satisfy this condition the Dean and Chair should mutually agree upon replacements. If you have equity concerns about committees you should bring these concerns to your Chair/Dean and TUFA's member-at-large for equity (joannafreeland@trentu.ca)

stages but are working on a social for new TUFA members. This would include all LTA and tenure-stream members. Stay tuned for details. Contact us if you have a social event you'd like us to arrange.

Brescia

After a half day of conciliation, Brescia reached a tentative settlement on Sept. 29th. Communication played a huge part in their success, thanks to all TUFA members who signed letters and re tweeted information. We congratulate their bargaining team and look forward to details of the settlement.

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CCE3 & CCE2

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