

for the Study of Collective Bargaining in Higher Education and the Professions

Pandemic Organizing and Bargaining Lessons in Higher Education

Panelists

Larry Savage, Chair, Department of Labour Studies, Brock University

Lauren Byers, United Faculty of Florida, Organizing Specialist, Service Unit Director

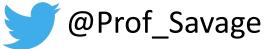
Barry Miller, Senior Policy Advisor on Labour Relations, York University (Moderator)



Pandemic Bargaining: Obstacles and Opportunities



Professor Larry Savage



Guiding questions

- 1. How did academic staff associations respond to the challenge of pandemic bargaining?
- 2. How can we apply strategic and tactical lessons from this period to future rounds of collective bargaining?

A challenging time for bargaining



COVID-19 and bargaining dynamics

Employers

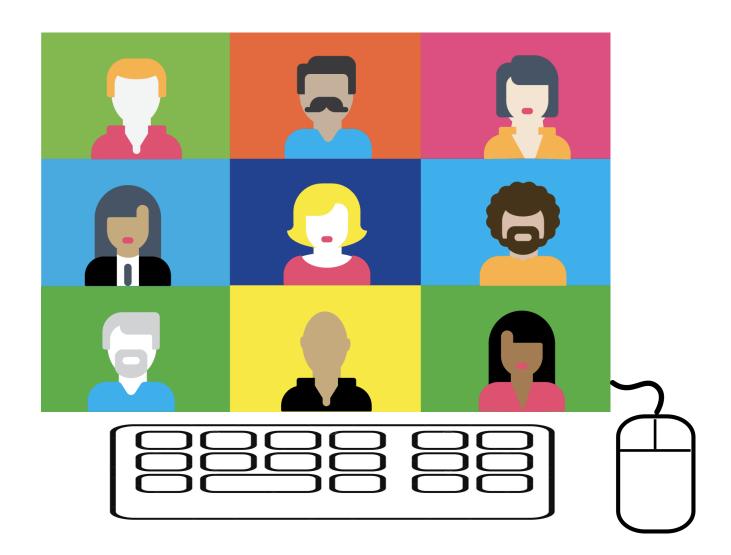
- Some used pandemic as cover for:
 - rolling over the contract
 - pushing \$ concessions
 - eroding collegial governance
 - pusłbarç

Academic Staff Associations

- Responses vary:
 - contracts rolled over
 - pivot to non-\$ issues
 - carry on as usual
 - experiments with new strategies



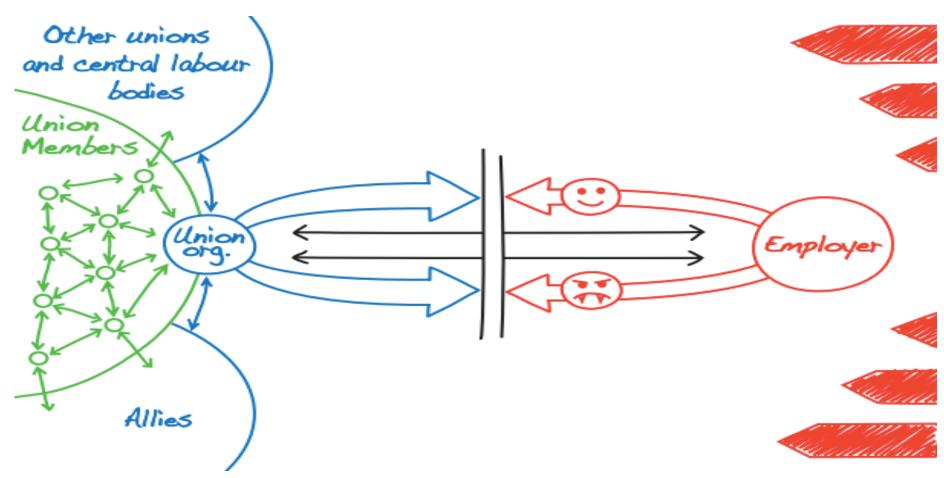
Physically distanced, but virtually engaged



The benefits of unity and solidarity



Strategizing for success



Source: Fairley and Balkwill, Campaign Planning Handbook

Where do we go from here?

Zoom bargaining

Pandemic strikes



How to Win a Union During the Pandemic and Beyond A Case Study on Virtual Organizing

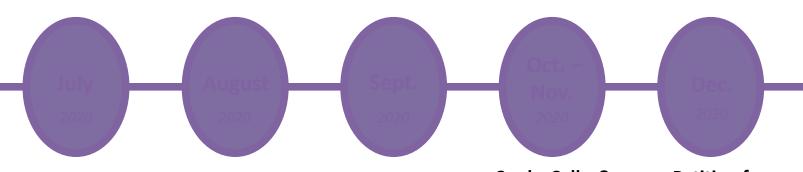






UFF-SPC

UFF-SPC Organizing Timeline



New Contracts

Pay reduction clause

Faculty petition
Organizing
begins

Zoom Meetings

OC meets weekly via Zoom Calls and assessments Zoom information sessions

Card Collection

Card collection begins Weekly virtual meetings

Cards, Calls, & Emails

Card collection continues Weekly virtual meetings Email newsletters

Petition for Election

Request for voluntary recognition Faculty file petition for election

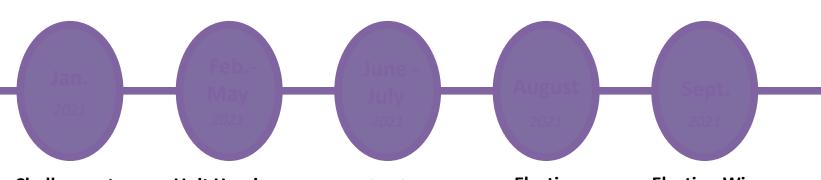
Collecting Cards During a Pandemic



Manoli Gerakios prepares to collect authorization cards.

In-person card collection at public locations yielded about 100 cards over 3 days.

UFF-SPC Organizing Timeline



Challenges to the Unit

College petitions to limit bargaining unit BOT rejects adjunct contract Contract Workshops begin

Unit Hearings Complete

Unit size pending decision.
Contract
Workshops
Administration
threatens layoffs

3% Raise

First pay increase in 6 years – 3% College appeals unit decision Assessments

Election Begins

Election begins Aug. 31st by mail-in ballot Confirm receipt of ballots

Election Win

On Sept. 30th, SPC faculty vote 193-56 in favor of unionization

Counting the Ballots: 193 YES – 56 NO

