

NATIONAL CENTER

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



@Prof_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



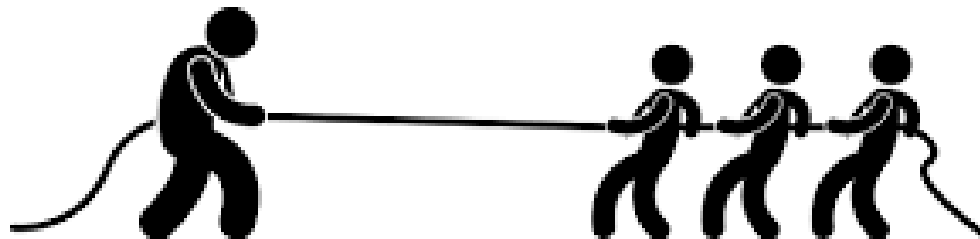
COVID-19 and bargaining dynamics

Employers

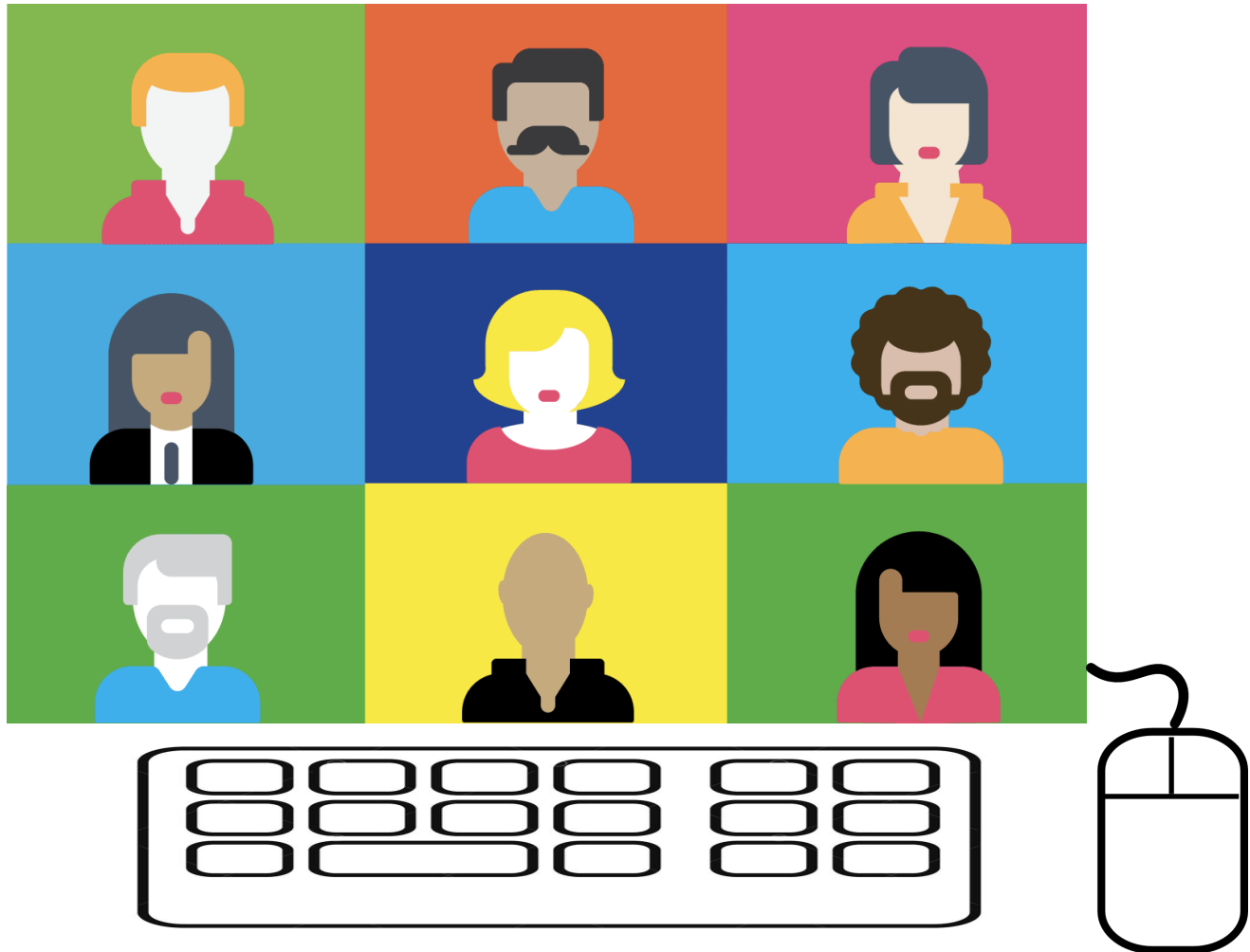
- Some used pandemic as cover for:
 - rolling over the contract
 - pushing \$ concessions
 - eroding collegial governance
 - push barg

Academic Staff Associations

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



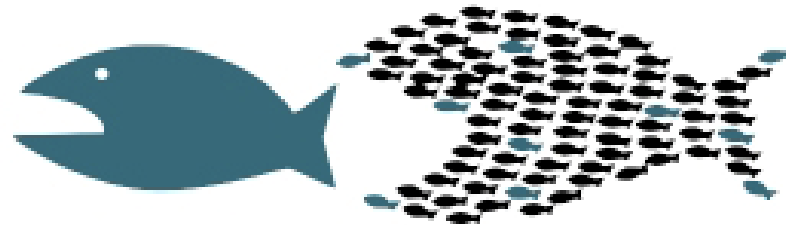
Physically distanced,
but virtually engaged



The benefits of unity and solidarity

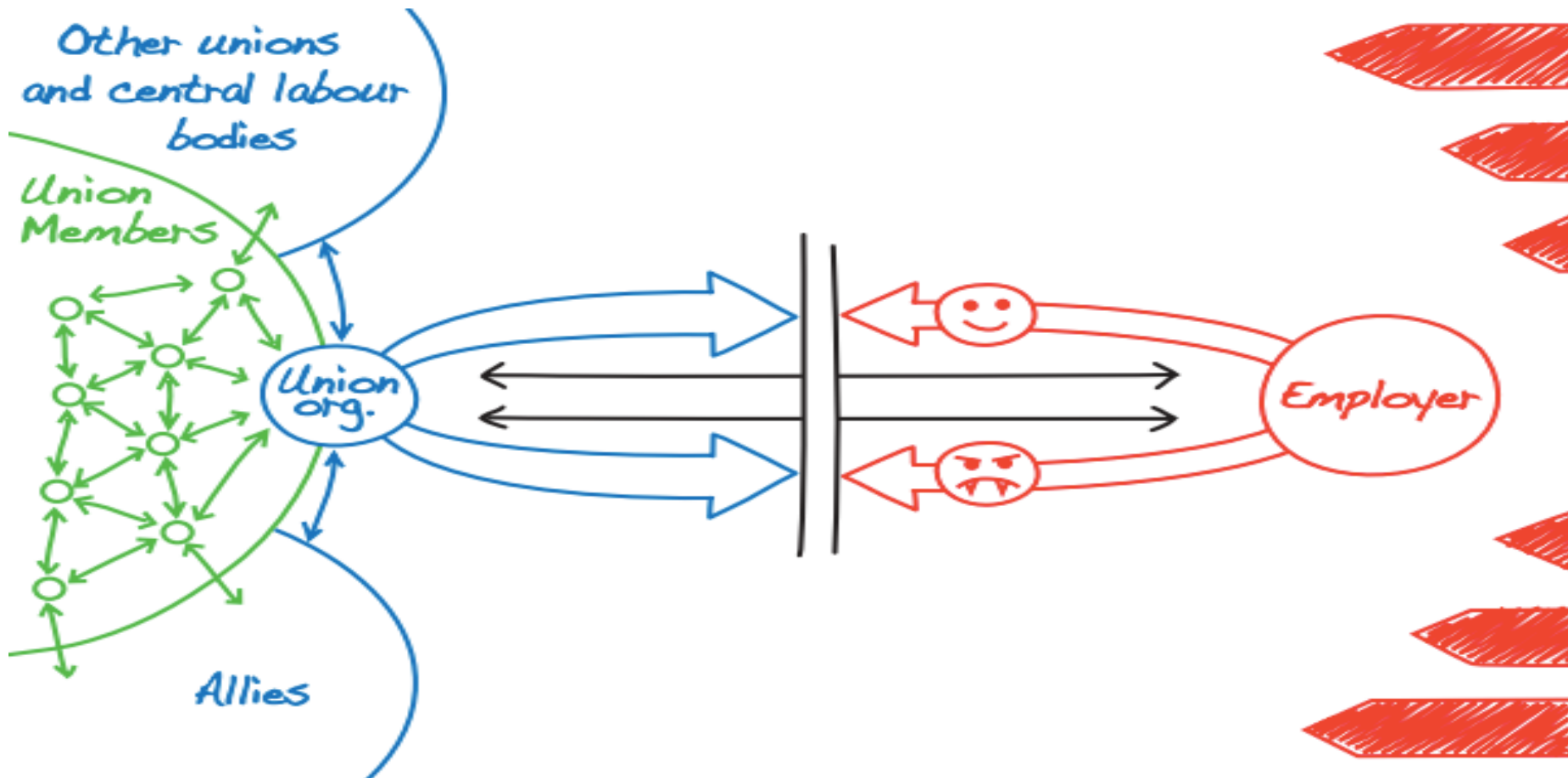


Don't panic,



ORGANIZE !

Strategizing for success



Source: Fairley and Balkwill, Campaign Planning Handbook

Where do we go from here?

- Zoom bargaining
- Pandemic strikes



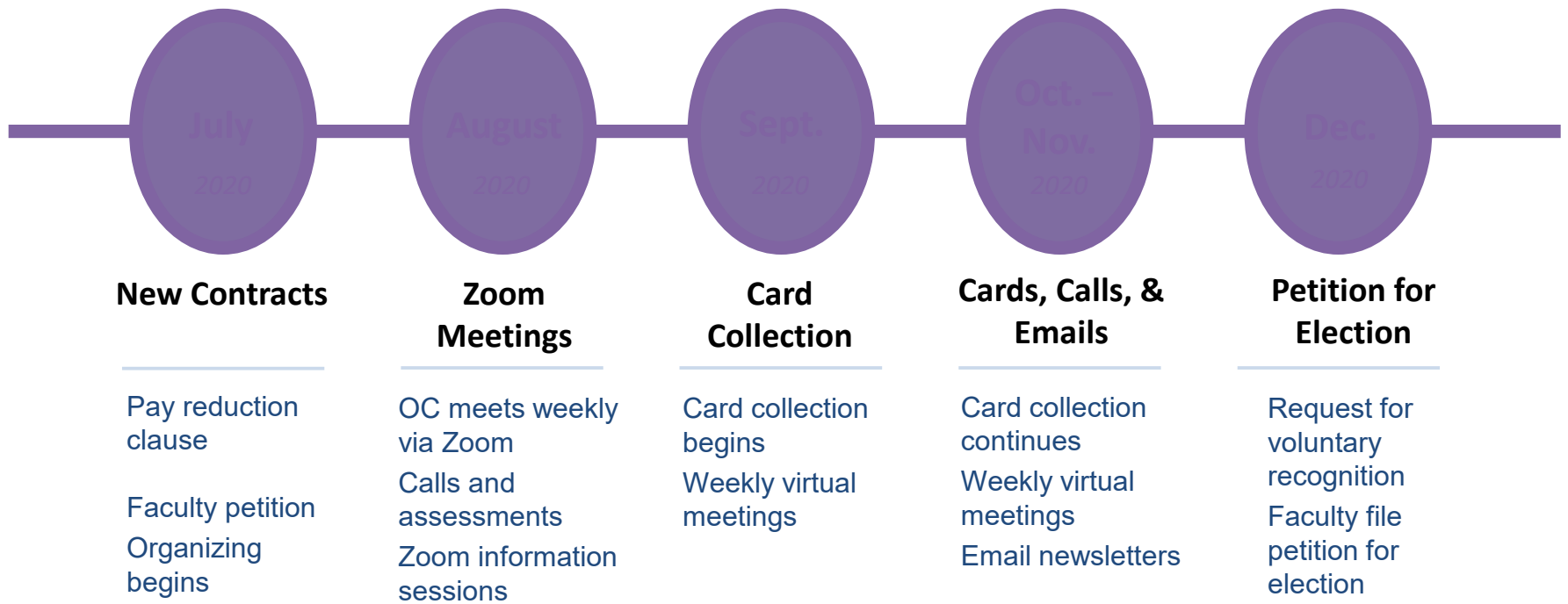
How to Win a Union During the Pandemic and Beyond

A Case Study on Virtual Organizing



UFF-SPC

UFF-SPC Organizing Timeline



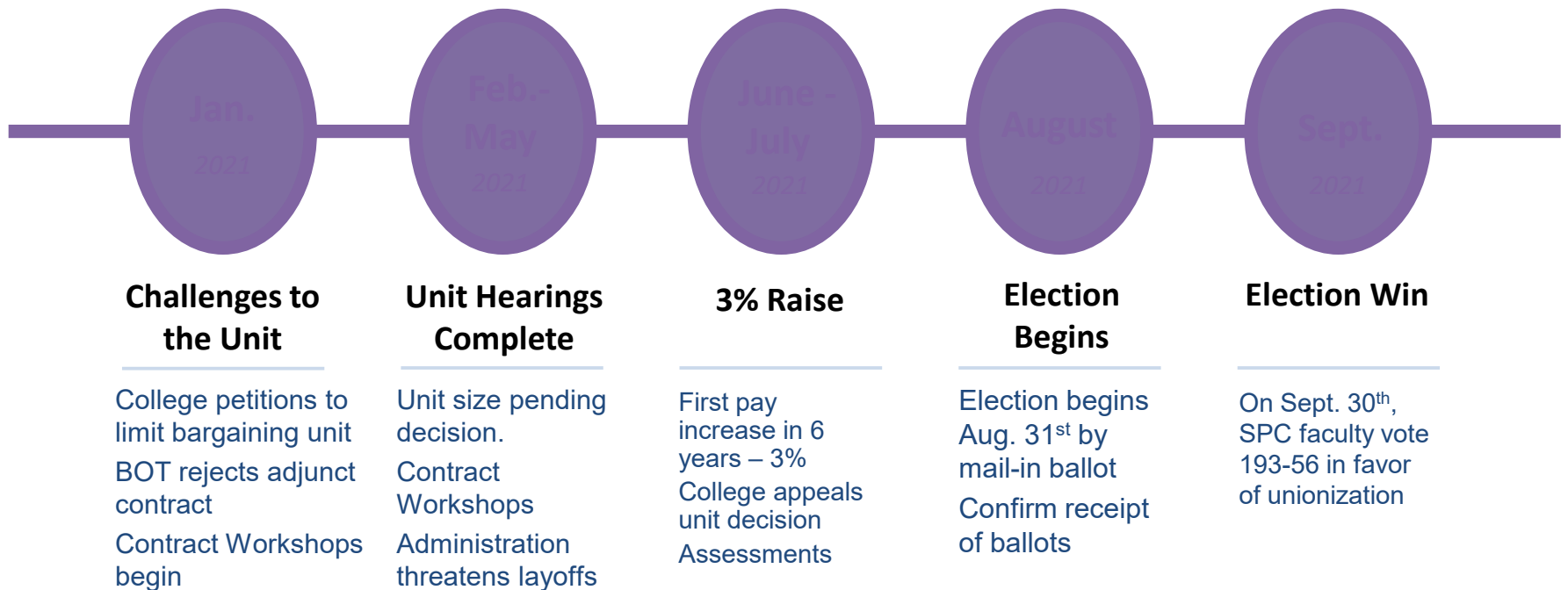
Collecting Cards During a Pandemic



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



Counting the Ballots: 193 YES – 56 NO

