

Bargaining Update #8

(October 24, 2019)

NASA's Bargaining Committee met with the employer for nine (9) negotiating rounds during September and October 2019. Upcoming collective bargaining dates are scheduled for November 1, 5, 8, 13, 15, 2019.

Our bargaining sessions in September and October have focused on discussion of our interests regarding employee types: permanent salary staff, contractors and sessional employment. We are currently negotiating an employee model in which all academic staff are under the NASA collective agreement.

We have also discussed Professional Development (Section 24) with the employer. These negotiations have focused on increasing allocation of monies for spending and looking at ways to expand the program to include additional resources employees may purchase for their professional development and growth.

In September 2019 the Bargaining Committee sent out a Workload Information Request to all NASA members and we thank you for your participation in the survey. This survey collected suggestions from our members to assist with additional discussions on Workload.

There were many common themes for balancing workload, however, suggestions on what would help balance workload inequities varied by School and the type of program taught.

Common themes (in no particular order):

- Transparency, fairness, and adequate notice regarding course assignments and downloads
- More prep time needed for new courses, course improvement, and innovation
- Chairs need more download for all the duties they currently have
- Better/more consideration for teaching multiple different courses, complex marking, team teaching and mentoring
- Recognition of time required for course improvement, meeting with students, program promotion, technology implementation, etc.
- Improving access to current technology and software specific to programs/departments, including support/training/maintenance for use in classroom
- Improvements to Moodle and ease of document/resource sharing
- Improved scheduling, reporting, evaluation, administrative, approval processes
- Improving technology, training, and space for online delivery
- Reduce travel between classrooms by having program related courses taught in one area

- TOIL/Work at Home
- Recognition for expectations outside of the class/lab or shop
- Support for research and scholarly activity
- Appropriate number of management compared to number of instructors

Response Rate from Workload Survey:

- 48 responses from the School of Health & Life Sciences
- 121 responses from the School of Skilled Trades
- 165 responses from the School of Applied Science & Technology
- 57 responses from the JR Shaw School of Business
- 6 responses from Other areas

We thank you for your patience and support, and encourage members to continue to send feedback via email at NASA@nait.ca or to any of the Bargaining Committee delegates.

Thank you,

NASA Bargaining Committee

Jarret Serediak

Rhonda Betker

Bernie Budinski

Peter Kamstra

Christine Loo

Spenser Rawluk

Katherine St. Laurent

Keep up to date by visiting the NASA Website's [Bargaining Update](#) page.