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Organizing to Win

CAUT Forum for Chief Negotiators

Friday, 29 March and Saturday, 30 March 2019
Marriott Ottawa Hotel, 100 Kent Street

Forum Overview

Across North America and Europe, various forces and actors are overturning political and economic conventions, and undoing traditional workplace rights. To counter this, unions and employee associations are exploring new ways to advance their members' interests, including campaign-focussed negotiations that leverage strength by placing greater emphasis on organizing and engaging the membership. This approach, the organizing model of collective bargaining, will be the focus of the 2019 CAUT Forum for Chief Negotiators.

Agenda

Friday, March 29

- 08:00 – 09:00 **Breakfast and registration** *(provided)*
- 09:00 – 09:15 **Welcome, territorial acknowledgement, introductions & workshop overview**
- 09:15 – 10:15 **SESSION ONE**
The organizing model – keynote address
Facing ever-increasing pressure from employers and hostile governments, many unions and employee associations across North America are turning to an organizing model to conduct collective bargaining. What is this approach, what does it mean for chief negotiators, and how could it help at the negotiating table?
- 10:15 – 10:45 **Refreshment break**
- 10:45 – 12:00 **SESSION TWO**
Who's with us?
Moving from the theoretical to the practical, this session will explore the tools and tactics that associations can use to organize and leverage their membership around contract negotiations. Topics include mapping the

workplace, moving members along the ladder of engagement, and identifying and overcoming points of resistance.

12:00 – 13:30 **Lunch** *(provided)*

13:30 – 14:45 **SESSION THREE**

Communicating to organize & build alliances

Building member, student and broader labour community support can help associations win important gains at the table. But how do we develop an effective narrative and communications plan to connect our members' contract concerns with the issues faced by students and the broader community? What are the challenges and benefits?

14:45 – 15:00 **Refreshment break** *(in break-out rooms)*

15:00 – 16:30 **SESSION FOUR**

Breakout exercise

Participants divide into small groups and apply deep organizing model tools, tactics and strategies to a bargaining scenario.

16:30 – 17:30

SESSION FIVE

Report back from break-out groups

17:30 – 18:30 **Reception**

Saturday, March 30

08:00 – 09:00 **Breakfast** *(provided)*

09:00 – 10:30 **SESSION SIX**

Using an equity lens in organizing & bargaining

How can an organizing approach through collective bargaining be used to advance equity? During bargaining, what are the barriers to greater membership engagement amongst members of equity groups, and what are ways we could overcome them? Are there more open, participatory, and member-driven ways to structure bargaining?

10:30 – 11:00 **Refreshment break**

11:00 – 12:00 **SESSION SEVEN**

Reflecting on the bargaining to win strategy

What do participants see as the potential benefits and drawbacks of the organizing model of bargaining? What challenges or obstacles might stand in the way of implementing this model? What strategies and lessons will we be taking back to our associations?

12:00 – 13:00 **Lunch** *(provided)*

- 13:00 – 14:30 **SESSION EIGHT**
Tales from the table – recent trends, settlements and disputes
Panellists from CAUT member associations share their experiences and assessment of recent and current bargaining rounds.
- 14:30 – 15:00 **Refreshment break**
- 15:00 – 16:00 **SESSION NINE**
The legal review
This session highlights and explores recent arbitration and court decisions that have important implications for collective bargaining.
- 16:00 – 16:45 **SESSION TEN**
Open plenary
Are there other issues that were not on the agenda that participants would like to raise? This session is also an opportunity to flag emerging concerns and suggest potential topics and themes for next year's Forum.
- 16:45 – 17:00 **Wrap-up & concluding remarks**