

Bargaining Update # 21

December 8, 2021

The Bargaining Team met with the Employer on December 2, 2021. At this meeting, the Bargaining Team exchanged several proposals, which included responses to the employer's proposal on Intellectual Property, Association Relations, Work Schedule, Instruction Design & Delivery and Workload.

The Bargaining Team's response to the Employer's proposal on intellectual property included adding language confirming that video and audio recordings are owned by instructors when created for personal teaching supports.

Regarding Work Schedule, the Employer had proposed language that eroded the 7.25 hour day and 36.25 hour week in the name of flexibility and added the concept of defined breaks. In our reply, we rejected this proposed new language as we want to ensure that instructors are never forced to work longer than our current daily or weekly limits or forced to take breaks when designated by the employer. The article also mentions contractors; both parties are currently negotiating a proposal where contractors will become employees, which may change the language in this area in the future.

The Bargaining Team also responded to the Employer's proposals around Instructional Design & Delivery. The response to the employer included adding language recognizing Curriculum and Instructional Specialists and reiterating NASA's position specifically about restricting Instructional Assistants (IA's) use in class, labs or shops. IA's are not academic positions; they are not designated as academic and are not members of NASA. NASA is concerned that the use of IAs will result in terminations in the future and the erosion of NASA's bargaining unit.

In response to Workload, we feel the parties are close to agreement in principle, however, we are currently looking at language that addresses NASA community participation.

The NASA Bargaining Team will continue to bargain in good faith, in order to reach a fair Collective Agreement for our members and their families.

We encourage members with questions about the collective bargaining process to contact anyone on the bargaining committee and we will be happy to talk to you either individually or in groups.

In Solidarity,

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