

An Overview:

The Bargaining Advisory Committee (BAC)



CAAT-A FT Division
April 2026

COMMON ACRONYMS

- **CAAT-A:** Colleges of Applied Arts & Technology-Academic
- **BAC:** Bargaining Advisory Committee
- **BT:** Bargaining Team (“the Team”)
- **DivEx:** Divisional Executive
- **FT:** Full-time
- **PL:** Partial-Load
- **PBC:** Pre-Bargaining Conference

WHAT IS THE BAC?

- Divisional Meeting 2016, Motion Resolution:
Therefore, be it resolved that for the 2017 round of bargaining, 1 member from each local's delegates to the pre-bargaining meeting in 2016 be elected by their local, plus 8 partial-load members be appointed to a Bargaining Advisory Committee.

WHAT IS THE BAC?

- The intention of the BAC was to improve transparency during bargaining.
- A direct and purposeful means to draw on the wider collective knowledge, skillset, and concerns of our division.
- A direct line to contract faculty and regional representation
- A means of capacity building that strengthens the voice of the locals
- Allows members to feel more invested and take ownership of the bargaining process

THE PRINCIPLES

- Consultations with the BAC are intended to gather the widest scope of representation on the issues on the bargaining table, and represent the widest support for these issues.
- Bargaining and mobilizing strategies and tactics ultimately rest with the Team. The BAC provides a clearer sense of the level of support for the Team, and additional energy for mobilizing on the ground.

WHO CAN SIT ON THE BAC?

- × No Presidents
- × No BT members
- × No DivEx members
- ✓ Well-connected to the members
- ✓ FT or PL member in good standing

DIVISIONAL MEETING (2019)

- CAAT-A Negotiating Procedures were revised to include the Bargaining Advisory Committee as a standing committee during bargaining.
- 1 elected delegate per local (FT or PL), plus
- 8 PL members from across the province; selection by DivEx with consideration for regional representation, college size, and equity/diversity of members

DIVISIONAL MEETING (2022)

- 1 elected or appointed delegate per local (FT or PL)
- For the 8 PL members: The DivEx shall consult with the applicable local regarding each member's appointment (no veto power)

DIVISIONAL MEETING (2025)

- 1 electe~~d or~~ appointed delegate per local (FT or PL)
- DivEx appoints 8 PL members, plus 3 counsellors and 3 librarians using the same principles of equity and representation
- Training takes place within 2 months of appointments and is clear on roles, responsibilities, and expectations throughout bargaining

APPLICATION TIMELINE

- **Before PBC:** Members who may be interested in joining the BAC are encouraged to attend the PBC.
- **After PBC:** Locals appoint their local BAC delegate.
DivEx sends a call for applications for PL, counsellor, and librarian positions on the BAC (2-week application period).
BAC training takes place within 2 months of appointment.

RESPONSIBILITIES OF BAC MEMBERS

- The role of the BAC is to provide confidential advice and insight to the BT as needed and requested by the Team, and to support mobilization efforts.
- Each member shall respect the full confidentiality of the bargaining process and shall not share or discuss information except with the DivEx, the BT, other members of the BAC and Local Presidents.
- BAC members shall join BAC calls in a private setting to minimize breaches of confidentiality.

RESPONSIBILITIES OF BAC MEMBERS

- BAC members will make every effort to be available to participate as needed and to represent the viewpoints of their constituencies.
- The unavailability of any BAC members will not delay the consultation process, and all feedback must be provided within the very tight timeline established by the Team.

COMMUNICATIONS

- The DivEx will set up a mailing list for BAC members.
- A text messaging group may also be created (Whatsapp, Signal) to facilitate quick communication.
- Meetings will take place on Zoom. BAC members may participate on any device; cameras on highly preferred.
- The BT will call meetings with the BAC and/or Local Presidents at their discretion.

TIME COMMITMENT

- BAC training shall take place in Summer 2026 (1-2 hours).
- There is no set schedule for BAC meetings. At the early stages of bargaining, BAC meetings are infrequent (1-2 times per month), whereas during active bargaining, meetings can be more frequent.
- Meetings are usually an hour long, and are often called at the last minute. Where possible, the BT and DivEx will give as much notice as possible ahead of scheduled meetings.