



CAUT  
Collective Bargaining  
& Economic Benefits  
Committee

Comité de la  
négociation collective et  
des avantages économiques  
de l'ACPPU

## Memorandum

### Re: Donald C. Savage Award Recommendation

**Date:** April 11, 2019  
**To:** CAUT Council  
**From:** Terri Van Steinburg, Chair

Nominations for the Donald C. Savage Award were reviewed by the CBEBEC at their March 2019 meeting. The members of the Committee unanimously recommended Stephen Law as the award recipient. The committee wished to convey the excellence of all the nominees.

Stephen's contributions to collective bargaining in the post-secondary education sector in Canada are many. At Mount Allison Faculty Association (MAFA), he served on six negotiating teams, and led his team as chief negotiator on three occasions. He has negotiated renewals or first contracts for eleven Part-time and Full-time agreements.

Stephen's focus on smaller groups within the Associations, including librarians and contract academic staff, is laudable. According to one colleague, Stephen "was able to make impressive progress in getting part-time stipendiary members moving expenses, 'research stipends', access to the pension plan, increased job security, tuition discounts, health benefits, and pay increases." This work in particular is of increasing importance given institutions' increased use of contract academic staff, and should serve as a model for chief negotiators.

Another win that distinguishes Stephen as an excellent negotiator is the securing of language specifying that the Employer "shall exercise its management functions in a manner that is fair, reasonable, and consistent with the provisions of the collective agreement." The significance of this cannot be underestimated in a climate where employers may resort to oft-subtle forms of control and coercion, instead of persuasion and reason.



**Terri Van Steinburg // Kwantlen**  
Robert Farmer // Mount Saint Vincent  
Michael Shaw // Manitoba  
Ann Bigelow // Western  
Cindy Trudel // Acadia

Jennifer Love Green // Regina  
David Mensink // Dalhousie  
Desmond Maley // Laurentian