

i ABOUT FBS

Faculty Bargaining Services (FBS) is a service within the Canadian Association of University Business Officers (CAUBO) that supports Canadian universities in collective bargaining and academic labour relations. It aims to foster collaboration among member institutions to share information and experience while increasing their capacity to effectively manage academic personnel.

As a participant in the FBS program, you join a network of 80 universities and six regional associations, working together to strengthen academic labour relations across Canada.

[The 2023-2028 Strategic Plan](#) outlines a comprehensive set of strategies to achieve these goals. This plan emphasizes a member-driven, information-based approach to academic labour relations.

✉ CONTACT US

Whether you're a current member looking to learn more about our resources or a prospective member interested in joining our network, we welcome the opportunity to connect with you.

For inquiries, please contact us at fbs@caubo.ca.

FBS | **SANCP**
Faculty Bargaining Services | Services d'appui à la négociation avec le corps professoral

Your Guide to

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FBS Member Services

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Promoting Excellence in
Academic Labour Relations

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DATA INSIGHTS AND RESOURCES IN ACADEMIC LABOUR RELATIONS

The **FBS web application** contains a comprehensive suite of tools and resources to support your work in academic labour relations. This includes access to an extensive library of collective agreements, legal rulings, benefit plans, and other key documents from member institutions. The web application also provides interactive dashboards that allow comparative analysis of faculty salary statistics, across-the-board increases, salary floors and ceilings, and more.

The application also features comparative summary tables on employee benefits, professional development allowances, and leaves, which are vital for supporting collective bargaining efforts.



CUSTOM RESEARCH SUPPORT

FBS analysts are available to support members with their data and information needs. Recently, our analysts have provided valuable insights on salaries, workload, leaves, and other relevant matters to assist members in having timely and reliable information for collective bargaining.



STAY CURRENT ON NEWS AND UPDATES IN ALR

The **FBS bi-annual newsletter** informs members on the latest labour relations and collective bargaining trends. It offers insights into ongoing FBS activities, ensuring members stay current on sector developments.



ACCESS TO PERSONALIZED SUPPORT FROM FIELD REPRESENTATIVES

Field Representatives are senior-level professionals who are essential to achieving FBS' strategic goals by supporting their assigned member institutions in five key areas:

- 1) Responding to academic bargaining and contract administration requests.
- 2) Assisting universities with the web application and ensuring access to FBS resources.
- 3) Collecting and sharing data on bargaining statuses through annual site visits and ongoing communication.
- 4) Conducting research, developing reports, and creating training materials on academic contract administration.
- 5) Analyzing the implications of environmental changes on academic labour relations and providing actionable recommendations to help institutions stay prepared.



TAILORED PROFESSIONAL DEVELOPMENT ACTIVITIES

Members have exclusive access to the **Summit and Annual Conference**, where they participate in programs led by subject matter experts and network with peers nationwide.

Webinars cover a diverse range of topics, informed by member feedback, ensuring relevant and timely content. Recent sessions have addressed academic freedom, trends in group employee benefits, and leveraging data to support decision-making.

Interactive workshops are available for in-house training dedicated to specific topics and skills. Recent workshops have helped members develop strategies to incorporate strategic thinking into their collective bargaining decision-making