



OCUFA

Ontario Confederation of University Faculty Associations
Union des associations des professeurs des universités de l'Ontario

2021-2022 OCUFA Lorimer Collective Bargaining Award

Citation for Dr. Larry Savage



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Read by Johanna Weststar, OCUFA Collective Bargaining Committee Chair

The OCUFA Lorimer Collective Bargaining Award was established in honour of Doug and Joyce Lorimer, who were instrumental in advancing faculty association collective bargaining in Ontario. This award recognizes outstanding contributions to improving the conditions of employment of university faculty through bargaining.

Dr. Larry Savage is a Professor in the Department of Labour Studies at Brock University located on the traditional territory of the Haudenosaunee and Anishinaabe peoples and covered by the Upper Canada Treaties and within the land protected by the Dish with One Spoon Wampum Agreement. Larry's research focuses on the politics of organized labour in Canada. More recently his work has explored the changing nature of party-union relations, the labour movement's history of engagement with the Charter of Rights and Freedoms, union organizing and the strategies and tactics of university faculty associations.

Dr. Savage has served as the Chief Negotiator of the Brock University Faculty Association (BUFA) for the last two bargaining rounds and will take on this role again in the 2023 round. His contributions over the past two decades in strengthening the resolve of collective bargaining in the university sector have been tremendous.

Larry's organizational leadership and service at Brock spans close to 20 years. Under Larry's leadership at the BUFA bargaining table, groundbreaking equity gains have been achieved. In 2017, BUFA became the first faculty association in Canada to attain language recognizing LGBTQ+ people as a designated group for the purposes of employment equity. In the subsequent 2020 round, BUFA negotiated exemplary language to advance Indigenization and decolonization. Additional notable gains were guaranteed minimum course



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releases to compensate for extraordinary levels of research output and unscheduled teaching, greater scheduling flexibility, and protection of open searches for senior academic administrative positions. These gains were all achieved in a round during which a global pandemic was announced, and Larry was unexpectedly faced with the challenges of remote bargaining.

Larry's exceptional skills and contributions at the bargaining table cannot be separated from the work he has done in helping BUFA and other associations implement a campaign-based bargaining model. Larry spearheaded the creation of a BUFA Contract Action Team (CAT), which became a central force in getting Association members and allies engaged and organized to support the bargaining team in achieving the goals set out. During the 2020 round, Larry's vision of this model was successfully put to the unique test of physical distancing. Larry has consistently made himself available to share his analysis and advice on how BUFA persevered. Larry has been invited to speak at OCUFA and CAUT meetings and workshops, as well as at individual academic staff association events.

Larry's involvement in the broader labour movement demonstrates his deep-seated commitment to the improvement of the lives and terms and conditions of employment of all workers. Before becoming a member of BUFA in 2006, Larry served as Chief Steward, Vice-President, and Bargaining Committee Chair for CUPE Local 4027 at Brock while employed as a sessional faculty member. As a BUFA member, Larry has also served as the Grievance Officer, Communications Director, and Executive Member-At-Large. Larry was the President of the St. Catharines and District Labour Council from 2007 to 2009, and an Executive Council member of the Ontario Federation of Labour for the same period.

Larry's negotiation skills are highly valued and respected by his colleagues, as is his generosity with sharing his time and expertise. Larry has been instrumental in building the bargaining capacity and power of academic staff associations across Turtle Island.



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The Lorimer Collective Bargaining Award was established in honour of Joyce and Doug Lorimer of the Wilfrid Laurier University Faculty Association and is instituted to honour and recognize outstanding contributions to improving the terms and conditions of employment of Ontario university faculty through bargaining.