

AT THE TABLE



Update from: Marnie Ham, Chief Negotiator and your Bargaining Team (Maurice DiGiuseppe and Ann Lesage)

Issues and Mood at the Table

The focus of this week's bargaining update is *Article 19: Tenure*.

Before providing details on our proposed tenure process, we would like to thank everyone that was able to attend the first Membership Bargaining Update Meeting on March 29th. We appreciate that your time is at a premium, and as such thank you for finding time in your demanding schedules to meet with the bargaining team.

For Faculty Members that were unable to attend the meeting, this bargaining update summarizes the information presented and the discussions that ensued on the proposed tenure process. To better understand the proposed changes to tenure, please read *Article 19* in the current Collective Agreement. The Collective Agreement is available at <http://www.uoitfa.ca/CollectiveAgreement.html>.

At the meeting, Faculty Members expressed discontent with the current tenure process and timelines. Some concerns highlighted were: the extended timeline from document submission to notification of tenure; the creation of two faculty-level committees that review either research or teaching materials; and the workload of Faculty Members serving on the university-wide Tenure and Promotion Committee.

We believe that the revised tenure process currently tabled addresses many of the concerns expressed at the meeting. For example, the revised tenure article will:

- Reduce the tenure timeline to one academic year with submission of documents in early fall of the 5th year with a response back to the candidate by late spring of the same year;
- Reduce the bureaucratic red-tape by decreasing the number of tenure committees and number of faculty members sitting on the committees; and
- Provide opportunities for the candidate to respond to potentially negative tenure decisions.

Inform yourself by reading *Article 19: Tenure* in the current Collective Agreement.

Collective Agreement is available at <http://www.uoitfa.ca/CollectiveAgreement.html>.

ARTICLES UNDER REVIEW

Article #	Title of Article in Collective Agreement	Status
3	Definitions	UOITFA has added definitions
5	Rights & Privileges of the Association	Tabled by UOITFA 11Feb
6	Dues Deduction	Tabled by UOITFA 11Feb
8	Correspondence	Tabled by UOITFA 19Apr
11	Grievance Procedure & Arbitration	Completed 16Feb
15	Career/Workload	Tabled by UOIT 21Apr
16	Performance Review	Tabled by UOITFA 16Feb
17	Official Files	Completed 19Apr
18	Third Year Review Procedures	Tabled by UOIT 21Apr
19	Tenure	Tabled by UOIT 10Mar
20	Promotion to Professor	Tabled by UOIT 19/21Apr
24	Compensation	
25	Pension & Benefits	
New	Hiring	Tabled by UOITFA 29Mar
New	Appointments	Tabled by UOITFA 15Mar

How can you help? What can you do to support the FA at the bargaining table?

- Provide the negotiation team with your opinion on the current tenure process. For example: Are you satisfied with the current process? Explain. Are dissatisfied with the current process? Explain. Send emails to the negotiation team at marnieham@gmail.com.
- Openly discuss the current and proposed tenure processes with fellow FA members.

Speak with FA members unable to attend the bargaining update meeting, highlighting key issues and concerns as discussed at the meeting.

Thank you for your continued support!

Your negotiation team,

Marnie, Maurice and Ann