

AT THE TABLE



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

Issues and Mood at the Table

This is our first official bargaining update. We aim to submit a bargaining update on a weekly basis to keep you informed on our progress.

Thus far we have met with UOIT Administration six times. As you can see in the table we are negotiating only some of the articles in the Collective Agreement in this round of bargaining. We are working on the articles which members have indicated (through the survey and emails) are important. Administration is also working on the articles they feel are important to them. We are negotiating non-monetary articles first, as we do not want to trade money for other issues.

Based on the survey results, the two principal issues for our membership are Tenure and Workload.

On March 4th we presented a revised Tenure article. As a reminder, the current Tenure timeline has members beginning the Tenure process in the Fall of their 5th year, yet are not informed of their Tenure outcome until the Winter of their 6th year. Yes, it really is a 15 month process; the longest Tenure procedure in Ontario! Currently members are asked to submit their Tenure application file in the Winter term (of their 5th year). We are asking to change the submission date to the Summer term (of their 5th year). We are attempting to tighten the timelines, as the Tenure application files spend a great deal of time sitting on shelves waiting for committees to look at them. We are trying to reduce the times between submission, analysis and results which will prevent materials from getting stale-dated.

We also requested changes to the Tenure committee structure. We requested reducing the number of committees at the faculty level from two to one, and reducing the committee membership from a minimum of 4 to 3. We proposed this change in an effort to reduce the service load of our membership and allow one faculty committee the opportunity to review the "complete" Tenure application (e.g., Research, Teaching and Service) as presented by the Faculty Member.

On March 10th Administration responded to our requested changes to Tenure. They informed us that they will not consider any major changes to the Tenure process. They want to maintain the status quo as they believe that they are *providing a kind and generous process* to our members.

ARTICLES UNDER REVIEW

| Article # | Title of Article in Collective Agreement | Status |
|-----------|--|----------------------------|
| 3 | Definitions | New items tabled by UOITFA |
| 5 | Rights & Privileges | Tabled by UOITFA |
| 6 | Dues Deduction | Tabled by UOITFA |
| 8 | Correspondence | Completed |
| 11 | Grievance Procedure & Arbitration | Completed |
| 15 | Career/Workload | |
| 16 | Performance Review | Last tabled by UOIT |
| 17 | Official Files | Last tabled by UOIT |
| 18 | Third Year Review | Last tabled by UOIT |
| 19 | Tenure | Last tabled by UOIT |
| 20 | Promotion to | Last tabled by UOIT |
| 24 | Compensation | |
| 25 | Pension & Benefits | |
| New | Hiring | |
| New | Appointments | |

It is time to be heard! If you feel that the Tenure process needs to be revised, please email us with examples of problems under the current system. Although you may not currently be affected by the existing Tenure process, we would still appreciate your input. Any and all examples of issues related to the Tenure article are welcome.

These emails can be sent to your negotiating team (marnieham@gmail.com). Marnie Ham can be reached at marnie.ham@uoit.ca or marnieham@gmail.com

Collective Agreement is available at www.uoifa.ca