

**AT THE TABLE**

Welcome to your Faculty Association's Bargaining Bulletin. This Bulletin will help keep you informed of the latest updates straight from your Bargaining Team. Here is what you can find in this first issue.

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**Update from your Chief Negotiator**

Dear Colleagues,

We have had one bargaining session since our last update. While this was a short one due to the Remembrance Day services, we exchanged a number of proposals in the limited amount of time. The Association responded to proposals on Article 17 – Performance Review and Article 19 – Third Year Review by accepting most of the minimal changes suggested by the Employer. The current proposals would shift the reporting period for performance review so as to better coincide with the reporting and reviewing process, and clarify the evaluation of service in the Third Year Review Process. We also presented a revised proposal for Article 24 – Discipline that incorporated some of their suggestions while also reaffirming our commitment to a fairer process where members have the right to notification in advance of any investigation and full representation through any disciplinary process.

The Employer presented a number of revised proposals. We are now closer on Article 8 – Correspondence, which determines the kind of information the Association receives. They have also presented a new proposal for Article 10 – No Discrimination or Harassment. While there are a few small gains here, we are still far from the enhancements we'd like to see so as to strengthen your right to a workplace free of harassment and discrimination. They presented language on Article 12 – Health and Safety; however, this addresses the bare bones of their legislative obligations under the Occupational Health and Safety Act, while we continue to view health and safety as a critical issue that could and should be enhanced. They have also countered our proposal for

Article 13 – Working Environment; we have made some gains in regards to ensuring the University continues to provide you with the necessary information technology to complete your job at no cost, and home office tax receipts in the event you are not provided with an office at the University. However, we have yet to find agreement on privacy protections for your communications and files. Finally, with their latest proposal, we are getting closer on Article 14 - Academic Freedom, and remain optimistic that enhancement of your right to academic freedom at UOIT is on the horizon.

As you may be aware, faculty members at Nipissing University have been on strike for "fair pay and a fair say." We share many of the same issues here, and so have been watching this closely. We have submitted a letter of support for the Nipissing University Faculty Association (NUFA), and will be sending a donation as a gesture of further support. We are also organizing a visit to their picket lines in North Bay on Friday, November 20 – if you are interested in joining us, please let us know at [office@uoitfa.ca](mailto:office@uoitfa.ca).

We have two days of bargaining next week, on the 23rd and 25th, and will report on further progress thereafter. And if you are available for the social event today (Thursday the 19th), I and much of the team will be there to chat about all this.

Sincerely,

**Mike Eklund**  
Chief Negotiator

# SUMMARY OF ARTICLES UNDER REVIEW

## UOIT FAST FACT

According to a UOITFA bargaining survey, 47%

of respondents have been subject to, or know a subject of, harassment and discrimination at UOIT. The survey had a 61% response rate.

As one case of harassment or discrimination is one too many, your Association is seeking to enhance your right to a workplace free of harassment and discrimination in the current round of negotiations.

article #	article title	
1	Purpose	Signed off on October 28 ✓
2	Recognition & Definition...	Tabled by the FA on October 29
3	Definitions	
4	Management Rights	Signed off on October 28 ✓
5	Rights & Privileges of the FA	
6	Dues Collection	Signed off on October 28 ✓
7	No Strike or Lockout	Signed off on October 28 ✓
8	Correspondence	Tabled by UOIT on November 11
9	Joint Committee	Tabled by the FA on October 29
10	No Discrimination or Harassment	Tabled by UOIT on November 11
11	Grievance Procedure & Arbitration	Tabled by the FA on October 29
12	Health and Safety	Tabled by UOIT on November 11
13	Working Environment	Tabled by UOIT on November 11
14	Academic Freedom	Tabled by UOIT on November 11
15	Appointments	Tabled by both sides on October 7
16	A&P Career/Workload	
17	Performance Review	Tabled by the FA on November 11
18	Official Files	Tabled by both sides on October 7
19	Third Year Review Procedures	Tabled by the FA on November 11
20	Tenure	Tabled by both sides on October 14
21	Promotion to Professor	Tabled by both sides on October 14
22	Intellectual Property	Tabled by both sides on October 14
23	No Layoffs	
24	Discipline	Tabled by the FA on November 11
25	Compensation	
26	Pension & Benefits	
27	Vacations and Holidays	
28	Leaves of Absence	
29	Term	
C	List of Arbitrators	Tabled by both sides on October 7
new	LOU - Employment Equity	Tabled by the FA on October 14
new	LOU - Parental Leave	Tabled by the FA on October 14

## LEGEND

Monetary	
Non-Monetary	
Signed off	✓
Reserved for later date	