

# AT THE TABLE



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

## Bargaining Update—September 1, 2011

The UOITFA and the Employer (UOIT) entered into three days of intense negotiations starting August 15 after a 6 week hiatus. On the table were the seven (7) articles including: Rights and Privileges of the Association (5), Dues Deductions (6) Academic and Professional Career/Workload (15), Performance Review (16), Tenure (19), Compensation (24, , and Pension and Benefits (25). After many months of waiting for responses from the Employer we finally received all the open articles back from them. Before the three days were over we responded back to all of their proposals. In the end, there was little or no movement on any of the articles presented by the UOITFA after the three long days at the negotiation table. One of the reasons for the low level of movement was the Employer decided to change the bargaining methodology and go for all or nothing strategy. So even though we came very close on some of the articles we were not able to get them signed off and off the table.

The following is a summary of the key articles at the table:

### Compensation (Article 24)

The Employer is currently offering compensation on the basis of a 5-year contract. We are currently proposing a 3-year contract as follows:

Year	Employer(UOIT) 5-year contract				UOITFA 3-year contract			
	Catch-Up	Across-the-Board (ATB)	Merit-Based Career Development Increment (CDI)	Merit Based on complex point system geared to annual performance review (see "Performance Review" section below) [maximum available per member] (UOIT projected average per Member)	Catch-Up	ATB	Progress Through the Ranks (PTR) (not based on merit)	Merit Based on 3 levels of annual performance review:
1	None	0%	Up to \$1500	[Up to \$3000] (Approx. \$1500)	\$5450	3%	\$3000	\$500 for Outstanding/Superior Performance
2	None	0%	Up to \$1500	[Up to \$3000] (Approx. \$1500)	\$0	3%	\$3090	\$500 for Outstanding/Superior Performance
3	None	1.65%	Up to \$1650	[Up to \$3300] (Approx. \$1650)	\$0	3%	\$3180	\$500 for Outstanding/Superior Performance
4	None	1.65%	Up to \$1800	[Up to \$3600] (Approx. \$1800)	Not in this contract			
5	None	4.25%	Up to \$1950	[Up to \$3900] (Approx. \$1950)	Not in this contract			

**Bottom line: If we accept what the Employer is currently offering, the majority of our members would be making less in constant dollars than they are now and we will be losing ground on salaries and possibly salary ranking (we are currently 3<sup>rd</sup> from the bottom) compared to other university faculty members in Ontario.**

#### Key Points:

1. In the first two years, Employer's pay increases are only based on merit, and in the last three years are mostly based on merit. This means that while a minority of our Membership would receive high salary increases, it would

come at the expense of low salary increases for the majority of our Members. We continue to assert that a merit system puts most of the faculty at a disadvantage, and should only be considered once our base salaries are at par with other Ontario universities.

2. The Employer's compensation package will continue to keep UOIT Members in the bottom fifth of all universities in Ontario despite our high technology skill set and our proximity to the GTA.

3. Our proposal honours the work of all Members, helps raise base salaries to respectable levels, and provides for reasonable and fair merit-based bonuses. Our primary goal in this round of negotiations is to bring UOIT faculty base salaries to the provincial average.

4. Our proposal also includes an anomaly fund that would be used to adjust unfair salary gaps. For example, the fund could be used to correct individual salaries which are anomalously low with respect to salaries paid to Members with comparable qualifications and experience (internal anomalies), or to adjust individual salaries which are anomalously low with respect to salaries paid to individuals of comparable qualifications, experience, and academic disciplines elsewhere (external anomalies). Anomaly fund decisions would be made by an Anomalies Committee. These sorts of funds exist in other collective agreements. The Employer has so far rejected our anomaly fund proposal.

## Tenure (Article 19)

Although the Employer has proposed a new Tenure model that has a timeline in one academic year, it is not aligned with our proposal and there are some significant issues with this new proposal. While their new offer shortens the tenure review timeline to one academic year; they have added new demands on faculty, reduced the power of the appeal committee, and increased the power of the president. Specifically, the Employer is requesting the candidate to provide 6 external examiners in addition to 2 internal faculty examiners and 1 faculty member from outside the department. Although the Employer has agreed with us that there should be only two tenure review committees, a faculty-level committee and a university-level committee, they would like a candidate's teaching assessed by a teaching evaluator. Teaching evaluators are not common practice in other collective agreements, with the exception of York University. Finally, the Employer is requesting that the candidate select "a few" (legally meaning three or more) "service assessors" to offer reviews on the candidate's service contributions. We were unable to find reference to service assessors in other collective agreements in Ontario. The Employer's new tenure process now involves 13 or more people per candidate. Previously the Tenure and Promotion Appeals Committee made recommendations to the Board of Governors on the appeal. The recommendations were unrestricted. The new Employer proposal restricts the Appeals Committee to just determine if the appeal has merit or not. The Appeals Committee does not have the power to make recommendations. After the Appeals Committee informs the President if the appeal has cause or not, the President has the power to decide what to do.

As you know, we have been persistent in our Tenure Article and it is refreshing to see that after many months they have moved closer to our timeline. We are, however, disappointed that they want to increase evaluators to 13, from 8..

## Pension and Benefits (Article 25)

### Key Points

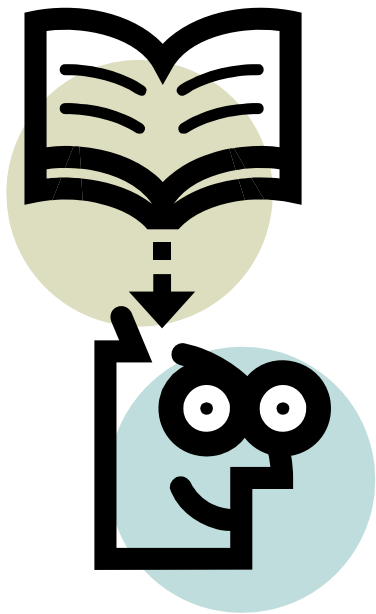
1. The Employer has so far rejected our request for reasonable changes to our Pension Plan and Benefits; again our goal is to bring us up to provincial averages. We had a consultant who specialises in benefits to review our benefits plan and recommend improvements to us.

2. The Employer currently wants to make no changes to the Pension Plan and only the following changes to Benefits:

Freeze Professional Development Accounts (PDA) at \$1500 for years 1 and 2 then increase to \$1675 for years 3, 4 and 5.

Freeze the Health Care Expense Account (HCEA) at \$500 for years 1 and 2 then increase to \$750 for years 3, 4, and 5.

Additional proposals include (see next page) :



Pension		Benefits	
Employer	UOITFA	Employer	UOITFA
No Changes	Employee Contribution: 3% (no change) Employer Contribution: 9% Employee Optional contributions with no cap Total 12 - 18%	No Changes	<b>Major Medical</b> 100% drugs - no formulary Vision - 300/ 2years Paramedical 100 to \$1500/year Other medical services and supplies 100% <b>Dental</b> Preventative/Basic - 100% for first \$1200, then 80% thereafter - no annual max Major @ 80%, annual max \$1500 Orthodontia - 80% , \$2500 max per person Recalls every 6 months
		<b>Professional Development Account (PDA)</b> Years 1, 2 - no changes Years 3, 4, 5 - \$1675 Unspent allocations will be available to Member for 2 further years.	<b>Professional Development Account (PDA)</b> \$1675 No expiry on unspent allocations
		HCEA Years 1, 2 - no changes Years 3, 4, 5 - \$750	Increase base HCEA to \$1000 per year with use of Canada Revenue Agency for eligibility of expense
		No Changes	Tuition Scholarship - No set pool of money - Scholarship at 50% of UOIT BA tuition - Part-time student eligible for a prorated amount
		No Changes	Basic Life Insurance 2 X base salary
		No Changes to Variable Pay	Removal of Variable Pay
		No Collectively Bargained expense reimbursement	Expense Reimbursement per diem for Meals, Mileage and some Accommodations as per National Joint Council website rates

## Academic and Professional Workload (Article 15)

Key Points:

1. Class Size: Administration has consistently rejected our proposal to place a 250 student cap on class size.

2. Mode of Delivery:

Employer position: Administration want deans to retain the right to change the mode of delivery of a course (fully face-to-face, fully online, or hybrid) with 3-months notice to Member. If Member disagrees, Member may request to be assigned to teach a different course.

UOITFA position: Deans may ask a Member to change the mode of delivery of a course (with 3-months notice). If Member disagrees, the course's mode of delivery does not change or the Member must be assigned an alternate course in the Member's preferred mode of delivery.

## Performance Review (Article 16)

Key Points:

Employer position: The annual performance review covers the period May 1-April 30. The dean meets with individual Members to set goals for the upcoming year, then evaluates performance on the basis of these prescribed goals using five (5) possible





“performance ratings” for each of Research, Teaching, and Service. Then (a) the performance ratings is used to determine the amount of CDI the Member has earned (see compensation table above), and (b) the performance rating is used to rank the member and determine how many “merit points” the Member has earned (out of 6 merit points maximum per Member). Merit points are then converted to merit pay using the following conversions: Years 1 and 2: \$500/point, Year 3: \$550/point, Year 4: \$600/point, Year 5: \$650/point.

UOITFA position: The annual performance review covers the period July 1-June 30 (one Academic Year). The dean must provide criteria and a clear method for evaluation that is given to the Member one Academic Year before the review. Performance is assessed on the basis of three performance ratings: satisfactory, better than satisfactory, and outstanding/superior. These ratings may be used to determine whether a Member will receive a merit bonus (see compensation table above). Members on leave are evaluated only on the duties they are required to perform. For example, Members on research leave would only be evaluated on the basis of Research. Three (3) possible performance ratings: unsatisfactory, satisfactory, and outstanding/superior.

## **Rights and Privileges of the Association (Article 5)**

The Employer would like 3 months notice on course releases.

We requested a few more course releases in order to provide Members with better support; this includes getting release for the whole bargaining team.

## **Dues Collection (Article 6)**

We have asked for timely payment of your money to the Faculty Association. If UOIT does not pay on time each month we are requesting they pay an interest penalty for late payment.

## **Comments**

This update was meant to bring you up to-date on the progress of negotiations (or lack thereof). We look forward to meeting with you at the AGM on Sept 12<sup>th</sup>. We have another 3-day bargaining session with the Employer next week.

We, as always, like to hear from you. Your comments, thoughts and words of encouragement are much appreciated.

Yours in Service:

**Marnie, Maurice, Ann**

***What follows is useful information on recent Compensation-related improvements made at other Universities.***

## **UOITFA Senior Executive:**

**President:** Hannah Scott, vpouitfa@gmail.com , (Downtown, Bordessa Hall), BH 512, X2653

**Vice President:** Sue Coffey, sgc0487@gmail.com (North Campus, Science Building) UA 3025, X 6509.

**Treasurer:** Shirley Van Nuland, svannuland@rogers.com (Downtown, Education Bldg) SS-EUD 523. X3419

**Secretary:** Maurice DiGiuseppe, Maurice.digiuseppe@gmail.com (Downtown, Education Bldg.) SS-EUD-521. X3823

**Chief Negotiator:** Marnie Ham , marnieham@gmail.com, (North Campus, ACE Bldg”) , ACE2023, X X5724,

**Negotiator:** Maurice DiGiuseppe , maurice.digiuseppe@gmail.com (Downtown Campus, Education Bldg) , SS-UED521, X3823

**Recorder:** Ann LeSage, quito.cali@gmail.com (Downtown Campus, Education Bldg) , SS-UED520, X2886

**Senior Grievance Officer:** Andrea Slane, andrea.slane@hotmail.com (Downtown, Bordessa Hall) BH 507, X2844

**Junior Grievance Officer:** Peter Berg , peter.berg@gmx.com (North Campus, Science Bldg) UA 4024, X 2457.

## **UOITFA Faculty Representatives**

**Business & Information Technology:** Bill Goodman bill.goodman@rogers.com, (North Campus, Business Building), UB-4014. X2639

**Education:** Shawn Bullock, shawnsls@gmail.com, (Downtown, Education Building) , SS-UED-516, X2898

**Engineering & Applied Science:** Mike Eklund, mike@eklund.ca, (North Campus, Engineering Building) , ENG-1023, X1023

**Energy Systems and Nuclear Science:** Matthew Kaye, mattehkh@hotmail.com, (North Campus, Science Building) , UA-3075, X3298

**Health Sciences:** John Samis, biochemistryreactions@gmail.com, (Main Campus, Science Building), UA-2075, X3760

**Science:** Franco Gaspari , francogas-

## Here's what is Happening in the Province at the Bargaining Table

These are the salary increases other universities have received for last year. These do not show the steps (progression through the ranks or career development increments) which are not considered an increase in salary but part of a pay structure which is given each year. Currently, the average step in Ontario is \$3000. There are a few contracts with Merit, but their Collective Agreements have the methodology for achieving merit much more clearly identified. As such, their members have a good understanding of what it takes to get their increases.

### 2010-2011

(1) University	(2) # Faculty 2008-09	(3) Scale %	(4) Floor Increase	(5) Variable Scale %	(6) Catch-up %	(7) Market Adjustment	(8) Anomaly %	(9) Other To Base %	(10) Increase PEP%	(11) Benefits %	(12) Other %	(13) Total Change %	(14) Base Scale Change %
Brock	582	2.50	3.00	1.00			0.03		0.06		note	3.64	3.68
Carleton	714	1.00			0.70				0.06			2.26	2.20
Queph	798	3.25	3.00			1.53			0.04			4.88	4.84
Lakehead	294	3.30			0.48		0.005		0.05			3.84	3.79
Laurentian	381	3.25			0.55				0.04			3.84	3.80
McMaster	738	3.25	3.50					0.52	0.04			3.81	3.77
Nipissing	126	3.00										3.00	3.00
Ottawa	1053	2.75			0.25				note			3.00	3.00
Queen's	714	3.20					0.53					3.70	3.70
Ryerson	708	3.00	4.10			1.13	0.14		0.08			4.32	4.24
Toronto	212	2.25		0.25								2.50	2.50
Trent	249	3.00										0.00	0.00
UCIT													
Waterloo	975	3.00										0.00	0.00
Western	1032	1.50									0.19	1.69	1.50
WLU	489	2.50							note			2.50	2.50
Windsor	525	3.00					note				note	3.00	3.00
York	1398	3.00										3.00	3.00
<b>Total</b>	<b>12897</b>												
<b>WEIGHTED AVERAGE BASE SALARY INCREASE</b>													2.78
<b>WEIGHTED AVERAGE ACROSS THE BOARD INCREASE</b>													2.38

### 2011-2012

These are the salary increases other universities have negotiated. Please note only one university (Waterloo) has accepted a 0% increase. It should be noted that Waterloo's step increase is above average and that they are a non-unionized Faculty Association. As you can see from the number of blanks in the table many universities are bargaining now.

(1) University	(2) # Faculty 2009-10	(3) Scale %	(4) Floor Increase	(5) Variable Scale %	(6) Catch-up %	(7) Market Adjustment	(8) Anomaly %	(9) Other To Base %	(10) Increase PEP%	(11) Benefits %	(12) Other %	(13) Total Change %	(14) Base Scale Change %
Brock												0.00	0.00
Carleton	789	1.50			0.70				0.06			2.26	2.20
Queph	774	1.50	1.50			0.66		0.04	0.04		note	2.24	2.20
Lakehead												0.00	0.00
Laurentian	360	1.70	1.30					1.00			note	2.70	2.70
McMaster	744	1.60						1.00				2.50	2.50
Nipissing	168	3.00										3.00	3.00
Ottawa												0.00	0.00
Queen's	687	1.25							0.02	note		1.27	1.25
Ryerson												0.00	0.00
Toronto												0.00	0.00
Trent												0.00	0.00
UCIT													
Waterloo	975	0.00										0.00	0.00
Western	1002	1.50										1.50	1.50
WLU												0.00	0.00
Windsor												0.00	0.00
York	1385	2.50						0.82		note		3.32	3.32
<b>Total</b>	<b>8864</b>												
<b>WEIGHTED AVERAGE BASE SALARY INCREASE</b>													2.00
<b>WEIGHTED AVERAGE ACROSS THE BOARD INCREASE</b>													1.52

## 2012-2013

(1) University	(2) # Faculty 2009-10	(3) Scale %	(4) Floor Increase	(5) Variable Scale %	(6) Catch-up %	(7) Market Adjustment	(8) Anomaly %	(9) Other To Base %	(10) Increase FEF%	(11) Benefits %	(12) Other %	(13) Total Change %	(14) Base Scale Change %
Brook												0.00	0.00
Carleton												0.00	0.00
Queph	774	1.75	1.75			0.55		0.04	0.04			2.38	2.34
Lakehead												0.00	0.00
Laurentian	360	1.70	1.00									1.70	1.70
McMaster	744	1.55						1.00				2.55	2.55
Nipissing												0.00	0.00
Ottawa												0.00	0.00
Queen's	687	1.50							0.02			1.52	1.50
Ryerson												0.00	0.00
Toronto												0.00	0.00
Trent												0.00	0.00
UOIT												0.00	0.00
Waterloo	975	3.00										3.00	3.00
Western	1002	1.50						0.95				2.45	2.45
WLU												0.00	0.00
Windsor												0.00	0.00
York												0.00	0.00
<b>Total</b>	<b>4542</b>												
<b>WEIGHTED AVERAGE BASE SALARY INCREASE</b>													<b>2.36</b>
<b>WEIGHTED AVERAGE ACROSS THE BOARD INCREASE</b>													<b>1.89</b>

## 2013-2014

(1) University	(2) # Faculty 2009-10	(3) Scale %	(4) Floor Increase	(5) Variable Scale %	(6) Catch-up %	(7) Market Adjustment	(8) Anomaly %	(9) Other To Base %	(10) Increase FEF%	(11) Benefits %	(12) Other %	(13) Total Change %	(14) Base Scale Change %
Brook												0.00	0.00
Carleton												0.00	0.00
Queph	774	2.30	2.00			0.45			0.04			2.49	2.45
Lakehead												0.00	0.00
Laurentian	360	1.70	1.00									1.70	1.70
McMaster												0.00	0.00
Nipissing												0.00	0.00
Ottawa												0.00	0.00
Queen's	687	1.50							0.02			1.52	1.50
Ryerson												0.00	0.00
Toronto												0.00	0.00
Trent												0.00	0.00
UOIT												0.00	0.00
Waterloo	975	3.30										3.00	3.00
Western	1002	1.50					0.13	1.28				2.91	2.91
WLU												0.00	0.00
Windsor												0.00	0.00
York												0.00	0.00
<b>Total</b>	<b>3795</b>												
<b>WEIGHTED AVERAGE BASE SALARY INCREASE</b>													<b>2.47</b>
<b>WEIGHTED AVERAGE ACROSS THE BOARD INCREASE</b>													<b>2.01</b>

Support your fellow union members:

Please support the Durham College Support Staff as they are, as of this writing, on the picket line. You can show your support with kind words, words of encouragement, a honk of the horn, a cup of coffee, etc., Sincerely, *Your UOITFA bargaining team.*