

UOIT Faculty Association

Working together  Learning together

Bargaining Update: November 6, 2013

This message is intended for the Teaching Faculty who are members of the UOIT Faculty Association (UOITFA). There are several items that I want to draw to your attention, some of which were presented at the General Meeting on Tuesday October 29:

The first one deals with Collective Bargaining. The UOITFA negotiating team continues to meet with the UOIT employer team and with the assistance of a conciliator, Diane Bull to establish the Teaching Faculty's first collective agreement. The following are the articles that have been signed off:

Article #	Title	Date
1	Purpose	Dec 10 2012
2	Recognition and definition of Bargaining unit	Feb 7 2013
4	Management Rights	Dec 10 2012
5	Rights and Privileges of the Association	Sept 30 2013
6	Dues deduction	Jan 10 2013
7	No strike or Lockout	Dec 10 2012
8	Correspondence	Feb 28 2013
9	Joint Committee	Jan 10 2013
10	No Discrimination or Harassment	Jan 10 2013
12	Health and Safety	Jan 10 2013
13	Working Environment	Aug 15, 2013
14	Academic Freedom	Feb 7 2013

16a	Responsibilities	Sept 30 2013
17	Performance Review	Aug 20, 2013
18	Official Files	Jan 10 2013
22	Intellectual property	Jan 10 2013
24	Discipline	March 21 2013

The second one deals with the first indirectly. The UOITFA has not requested dues from the Teaching Faculty because the service that the Faculty Association can currently provide is limited. The past president, Hannah Scott, at the time of the card drive explained that Association dues would be at the same rate as those of the tenured/tenure-track Faculty Members. That is accurate but that cannot happen until we have a collective agreement which sets out the conditions concerning dues. At this time the dues that you remit to the Association are **voluntary**. A similar process was followed at the time of the FA's first collective bargaining for tenured/tenure-track faculty. And the fees are similar. The chart below outlines the dues structure:

CAUT	CAUT Defence Fund	OCUFA	UOITFA	Total	Monthly
127.80	60.00	120.84	100.00	408.64	34.06

The fees listed above are on a yearly basis for Teaching Faculty. CAUT is the Canadian Association of University Teachers. We are members. It provides us with legal advice, advice regarding grievances and ensures that our interests are protected. For further information see: <http://www.caut.ca/home>

The CAUT Defence Fund is our "insurance policy" in case we ever have to move further with collective bargaining and initiate strike action. The Defence Fund will provide each member with \$84 per day (7 days per week) tax free starting on the 4th day. At \$60. per year, it's a good insurance policy. For further information see:

<http://defencefund.caut.ca/>

OCUFA is the Ontario Confederation of University Faculty Associations. We are members. It provides us with advice regarding bargaining and lobbies for faculty associations with the provincial government. For further information see:

<http://ocufa.on.ca/>

The above websites provide detailed information about the organizations.

The UOITFA fee for Teaching Faculty until the collective agreement is negotiated is \$100.

On a monthly basis for each teaching faculty member, the dues are \$34.06. These dues began July 1, 2013 and will continue at this rate until June 30, 2014. This rate is the same as last year's rate. The dues are tax deductible. The dues can be paid monthly or in full or in the 2013 taxation year (\$204.36) and then the 2014 tax year until June 30 (\$204.36). Separate receipts will be provided for the 2013 taxation year and the 2014 taxation year. If you do not elect to pay these dues voluntarily, then they will be deducted in total when the collective agreement is ratified. Cheques may be dated the last day of the month and are made payable to UOITFA. Postdated cheques can be sent to my attention through interoffice mail.

The third issue deals with Performance Expectations. If you have not reviewed these since you and your dean or his/her designate developed these, please do so to ensure you are still on course to meet those expectations. My concern about some expectations that have been written/developed for members of the Faculty Association centers on the 'reasonableness' of the expectations. For example, if you have indicated that you will conduct a workshop for an organization (e.g. Boy Scouts or CPGA), but the funding for the workshop is no longer available, it is very difficult for you to complete that expectation. In this situation, if the Boy Scouts or CPGA do not/cannot provide the funding, you cannot meet that expectation. Receiving a rating of 'unsatisfactory' is unreasonable since you could not control the decisions of that particular group. I use this as an example and ask you to review your expectations to ensure that they are "reasonable, fair and equitable" which are three of the principles to be used to develop expectations.

If you have any questions or concerns about these issues or others, please contact me.

Shirley Van Nuland, Chief Negotiator

Bargaining Team:
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