

UOIT Faculty Association

Working together  Learning together

Bargaining Update: November 12, 2013

There are 5 items I bring to your attention.

Equity Committee: At the Annual General Meeting held in April, a motion was accepted “to establish a working group to look into the establishment of a UOITFA equity committee and report its findings”. We need to establish this working group. If you are interested, please let me know so that we can move forward on this motion.

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) 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 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. If a stated performance expectation is that you are to secure new funding, you have no control over an agency’s decisions on whether or not you receive the funding. I use these as examples 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 these are issues for you, please meet with your Dean to address the concerns and make the necessary adjustments (see Article 17.02 d) of the Collective Agreement).

Collective Bargaining for Teaching Faculty: Negotiations for a first agreement for a Collective Agreement for Teaching Faculty is slow. Despite our best efforts a year ago to include Teaching Faculty and Tenured/Tenure Track Faculty in a single agreement that would have strengthened the ability to improve working conditions for everyone, the Employer’s insistence on negotiating an entirely separate agreement for Teaching Faculty has caused both unnecessary delays and some unfortunate consequences. The FA’s attempts to simply replicate many common aspects of the existing agreement have met a resistance that has worrying implications for what the employer may bring to the upcoming round of negotiations for Tenure-stream faculty. Despite these difficulties, the

Teaching Faculty bargaining team has made progress in a number of fundamental areas and has signed off on 17 articles. But most critically, the Employer has so far refused to make a commitment to employment security for Teaching Faculty. There are many issues still in dispute that are important to the integrity of teaching at UOIT, such as manageable workload and equitable appointment procedures, but central is the question of long-term employment security for Teaching Faculty.

The consequences currently affect the Teaching Faculty but have the potential to effect all FA members, as the Employer has signalled they would like to see similar changes made to the TTTF agreement during the next round of bargaining. The next dates for Collective Bargaining are November 20 and 21.

Collective Bargaining for Tenured/Tenure Track Faculty: The Collective Agreement for Tenured/Tenure Track Faculty expires June 30 2015. We need to begin now to assemble a CB team, to understand the Faculty Members' concerns, and to determine the articles that need attention. To help with these, let me know what you can do.

Governance Committee: The Faculty Association passed a motion at last week's General Meeting to form an ad-hoc committee to review UOIT's governance structure as described in the UOIT ACT, UOIT BY-LAWS, and relevant UOIT policy documents. A goal of this committee is to determine if the university's current governance structure is appropriate or whether recommendations should be made to improve it. Please let me know if you are interested in participating in this committee.

Shirley Van Nuland, Chief Negotiator

Bargaining Team:
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