

UNIVERSITY OF ONTARIO INSTITUTE OF TECHNOLOGY
FACULTY ASSOCIATION

SUMMER NEWSLETTER

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president's report

Collective bargaining environment and collective bargaining developments

We have been busy preparing for bargaining. We gave notice in June with the goal of starting bargaining this summer. A number of non-monetary and monetary priorities have been identified through member consultation and surveying, including tenure and promotion, workload, the appointment process and salary and benefits. As you may be aware, AI's and CDI's will still be distributed this year despite the upcoming expiry of the Tenure and Tenure-Track Collective Agreement. Tenured faculty on Research Leave will be entitled to CDI's; however, these will be allocated later as annual activity reports for those who were on these leaves are not due until November.

Grievance trends and themes

Tenure and promotion files have been the most pressing issue for us this academic year, with a number of faculty members experiencing difficulty with the process. We have moved into arbitration on the tenure denials from last year, and this process is nearing completion. We have dealt with a number of other grievance issues; most notably, the grievance committee has been closely monitoring the work of the newly established Teaching Faculty Workload Committees, and is prepared to grieve any increases in workload for Teaching Faculty Members. The FA response to TF Workload Reports is on our website, www.uoitfa.ca.

Challenges to collegial governance and administration interventions

At UOIT, there is still much work to be done in establishing a collegial governance model. We do not yet have a Senate. Academic Council is the forum through which the "Senior Leadership Team" consults elected and appointed representatives; unfortunately, this rarely extends much beyond desultory "consultation."

University budgets and implications for hiring, programs, teaching, and research

It is difficult to access UOIT's budget when we are presented with little more than a powerpoint presentation. The University is moving to a Faculty-based budgeting model, the ramifications of which remain to be seen as this is rolled out in the upcoming fiscal year. We anticipate greater cooperation in terms of accessibility to information once notice to bargain has been filed. In the meantime, keep in mind that UOIT continues to post healthy surpluses that are NOT being used to further the core academic mission.

Impact of government programs and policies on local campuses

The University continues to maintain that program prioritization will not be an issue at UOIT. The Faculty Association is closely monitoring the activities of the Provost's Advisory Committee on Integrated Planning (PACIP) and other policy initiatives. We are also closely monitoring provincial government initiatives as they may affect us in a bargaining year.

Equity Initiatives

Our membership recently established the UOITFA's first Equity Committee, which came from a working group that was charged with exploring equity issues at the University. Enhancing equity was also added to the objectives of the UOITFA Constitution at the most recent annual general meeting. Equity both within the university and our faculty association are thus high priorities for us moving forward.

Other issues

The UOITFA held its AGM in April. The incumbent Treasurer and Members-at-Large were re-elected, along with most of our Faculty Representatives. As of May 1, we welcomed three new Faculty Representatives to the Executive Council team. Our annual budget was accepted as presented to the membership, which included setting funds aside for a generous Grievance and Arbitration Fund as well as a Strike Fund. The FA Executive posted a resounding NAY concerning the re-appointment of President McTiernan. The proposed centre for integrated health and community studies building, which failed to attract provincial funding, is the latest example of the absence of widespread consultation with faculty on our campus about major initiatives.

WHY GRIEVE?

We process a number of complaints in the Faculty Association office regarding the terms and conditions of employment at UOIT. Many members are hesitant to pursue these complaints through the avenue of the formal grievance process. However, grievances are the main legal mechanism through which we enforce our Collective Agreements.

Negotiating your Collective Agreement is among the most important work conducted by your Faculty Association. Yet a failure to grieve violations of that Agreement can nullify and/or redefine its negotiated terms and conditions, establishing 'past practice' over and above what has been agreed to in writing. As such, grievances are the primary mechanism we have for maintaining the integrity of the Agreement we negotiate.

The grievance and arbitration processes and procedures are established and governed by Article 11 of the Tenure and Tenure-Track Agreement and Article 11 of the Teaching Faculty Agreement. This sets strict timelines for raising a grievance within a specified period of time from when the Member and/or Association knew, or ought reasonably to have known, about the circumstances giving rise to the grievance. If we do not act within these timelines, any subsequent grievances on this issue can be denied on the basis of missed deadlines. This in turn can negatively affect our ability to seek external resolution, as failure to carry a grievance through all steps of the procedure will normally prohibit us from advancing to arbitration. Furthermore, where time limits are mandatory in an Agreement, arbitrators are generally bound to apply the terms of the Collective Agreement.

Therefore, grievances are a critical part of upholding your Collective Agreement. Faculty Members are protected against retaliation on the basis of participation in their Faculty Association or the grievance and arbitration procedure. This means you cannot be penalized for filing a grievance. While theoretically you should not have to file a grievance when your rights are clearly laid out in a written agreement, in practice, grievances remain the sole and most important method of enforcing that agreement.

Do you have questions or concerns about the grievance process?

Do you believe you have grounds for a grievance?

Please contact our new Senior Grievance Officer: Wesley Crichlow at grievanceofficer@uoitfa.ca with any and all inquiries

BARGAINING UPDATE

Dear Colleagues,

June 30th, 2015, marks the expiry of the Collective Agreement between the University and the UOITFA that governs the management-employee relationship for Tenured and Tenure-Track Faculty Members. This means that we will soon begin bargaining with the University.

As your Faculty Association gears up for bargaining, there are a number of factors we want members to take into consideration. The first is that in order to have a successful bargaining round, your involvement will be critical. Whether you are in the Tenured and Tenure-Track Bargaining Unit or not, there will be a series of discussions taking place on our campus. What do we value and how far are we willing to go for it?

I would like to take this opportunity to thank the tireless members of the Collective Bargaining Committee and/or the Bargaining Team:

Wesley Crichlow
Maurice DiGiuseppe
Hossam Gaber
Gary Genosko
Mika Nonoyama
Kimberly Nugent
Ruth Simpson

I would also like to thank everyone that participated in the bargaining survey. With our first survey done, the bargaining team has a clear mandate from you. We have given the University official notice of our intent to bargain and we will continue to engage you with further surveys.

Please stay tuned as we release more detailed briefings in the form of bargaining bulletins in the coming weeks and months. These will be available on our website and e-mailed to members within the bargaining unit.

We will be scheduling a meeting of Tenured and Tenure-Track Faculty in the Fall, and will provide an update at the upcoming General Membership Meeting of November 12th, 2015.

We're also scheduling regular meetings with other campus unions (i.e., Local 555 of the Public Service Alliance of Canada and the DC-UOIT Student Association) that will hopefully foster a working relationship between all of us for many years to come.

If you have any questions in regards to the bargaining process, please feel free to contact me directly at negotiations@uoitfa.ca.

Sincerely,

Mikael Eklund
UOITFA Chief Negotiating Officer

solidarity efforts

unbc faculty association

On March 5th, 2015, Faculty at the University of Northern British Columbia (UNBC) went on strike. This is a local that represents Sessional, Tenured, Tenure-Track, Part-Time, and Contract Faculty. This strike came after an independent arbitrator's report released in February 2014 that made it clear that the faculty at UNBC were being paid far less than faculty at comparable institutions. This, the report indicated, was despite the fact that the University's proposed salary increases (2% per year) fell below what they were actually capable of paying.

On April 2014, with this report in mind, and a failed negotiation attempt in 2012, faculty at UNBC voted overwhelmingly in favour to certify as a union.

Despite the arbitrator's ruling, in May 2014, the University tabled proposals that, according to the Faculty Association, "would take the employment agreement even further from sector norms." For this reason, in September 2014, FA members voted unanimously to reject the administration's proposal and two months later, gave their FA executive an 85% strike mandate. On March 5th, after talks broke down between the Union and the University, a strike commenced.

At this point, the UOITFA executive sent a donation of \$1,000 in solidarity with the strike efforts taken on by this local. Unfortunately, due to a Labour Relations Act clause on a "special process" for parties that are working on their first collective agreement, the faculty members were forced back to work. The UOITFA continues to stand in solidarity with faculty members at the UNBC and will continue to follow these negotiating processes until a first collective agreement is ratified.

cupe 3902 + cupe 3903

Closer to home, members in Local 3902 and Local 3903 of the Canadian Union of Public Employees (CUPE) went on a lengthy strike this past Winter semester. These locals represent educational workers at the University of Toronto and York University (respectively). Their bargaining efforts focused on the poor working conditions and unstable job prospects for educational workers in these positions and the race to the bottom at University campuses. The struggle of sessional faculty to find meaningful, continuing contract employment at universities is one that the UOITFA wholeheartedly sympathizes with as we seek to ensure our members' dedication is recognized every step through their career. Similarly, the struggle of Teaching Assistants to make ends meet is one we face every day while working with fellow academic staff.

As such, the FA sent a letter to express our solidarity with both of these locals. Thankfully, both locals have reached agreements with their University and are now back to work without any major concessions and huge gains for their members.

agm reportback

We would like to thank all members that participated in the Annual General Meeting for the Faculty Association. It is important to remember that this is your association and as such, your participation means everything. We would also like to welcome Asifa Aamir, Liqun Cao, and Maurice DiGiuseppe to the Executive Council and congratulate all re-elected officials. As our new year begins, we want to take this opportunity to introduce you to your 2015-16 executive:

EXECUTIVE

President

Gary Genosko

Vice-President

Mikael Eklund

Secretary

Wesley Crichlow

Treasurer

Ferdinand Jones

Member-at-large (Teaching Faculty)

Kimberly Nugent

Member-at-large (Tenured & Tenure-Track Faculty)

Anthony Waker

FACULTY REPS

Faculty of Business and Information Technology

Asifa Aamir

Faculty of Social Sciences and Humanities

Liqun Cao

Faculty of Education

Maurice DiGiuseppe

Faculty of Engineering and Applied Science

Ahmad Barari

Faculty of Engineering and Applied Science

Anthony Waker

Faculty of Health Sciences

Ruth Simpson

Faculty of Science

Yuri Bolshan



twitter.com/uoitfa
fb.com/uoitfa

welcome your brand new equity committee

At our AGM this past April, we also took a historic leap by introducing an Equity Committee to our constitution. The executive has appointed members and a chair and have scheduled our first meeting date in July. Stay tuned for more!

COMMITTEE MEMBERSHIP
Chair
Wesley Crichlow

Clemon George
Kamal Smimou
Yuri Bolshan

The equity committee is seeking new members, training will be provided for all new members. Ideally we seek a member from within each faculty for fair representation. If you are interested in participating in the Equity Committee, we are always looking for more members. Please e-mail office@uoitfa.ca for more information.

[Click here for an article on how the new CRC guidelines aim to reduce unconscious hiring bias against women.](#)

UOIT SALARY INFORMATION

Have you ever wondered how your salary compares to the rest of the University? A recent newsletter by the McMaster University Faculty Association included a salary breakdown for their membership. Their total average salary totalled \$146,888 with an average of 13.7 years of service. We decided that a similar data compilation would be useful for our members. Like the MUFA chart, we opted to exclude any group of five or less individuals. This salary data only includes members of the UOITFA bargaining units.

	FBIT	FEd	FESNS	FEAS	FHS	FS	FSSH	UOIT
Full Professor								
No. in rank	3	2	2	9	2	3	6	27
% Women	-	-	-	0%	-	-	33%	15%
Avg. Yrs in Univ.	-	-	-	8.74	-	-	9.02	9.46
Avg. Salary	-	-	-	\$157,074.19	-	-	\$145,869.84	\$151,279.95
10th Percentile	-	-	-	\$133,642.56	-	-	\$125,412.57	\$130,617.62
Median	-	-	-	\$153,388.96	-	-	\$149,673.06	\$151,437.82
90th Percentile	-	-	-	\$197,950.41	-	-	\$162,523.89	\$174,393.18
Associate Professor								
No. in rank	16	6	6	14	8	17	11	78
% Women	37.50%	100.00%	16.67%	15-06-19	75.00%	23.53%	72.73%	38.46%
Avg. Yrs in Univ.	8.3	8.36	8.12	7.48	7.83	8.47	8.1	8.11
Avg. Salary	\$130,490.28	\$110,826.93	\$119,607.98	\$128,628.27	\$139,404.60	\$121,316.83	\$110,364.75	\$124,851.46
10th Percentile	\$112,769.91	\$102,777.75	\$91,811.86	\$113,971.91	\$123,608.88	\$104,127.24	\$96,604.85	\$107,996.81
Median	\$129,702.40	\$107,966.38	\$123,559.42	\$128,954.96	\$140,475.68	\$127,830.02	\$110,961.78	\$127,026.95
90th Percentile	\$146,251.30	\$121,736.66	\$143,452.67	\$144,435.74	\$156,592.80	\$135,839.11	\$126,663.64	\$141,802.92
Assistant Professor								
No. in rank	19	6	1	9	14	9	18	76
% Women	31.58%	100%	-	22.22%	57.14%	33.33%	55.56%	47.37%
Avg. Yrs in Univ.	3.4	3.42	-	5.24	2.85	2.38	2.88	3.26
Avg. Salary	\$112,780.65	\$115,180.35	-	\$107,051.15	\$96,445.46	\$105,614.83	\$93,130.14	\$102,684.88
10th Percentile	\$100,543.00	\$99,945.08	-	\$96,441.04	\$89,197.70	\$95,956.00	\$84,000.00	\$88,000.00
Median	\$110,000.00	\$109,725.06	-	\$104,211.49	\$94,962.55	\$103,313.00	\$91,289.30	\$101,443.49
90th Percentile	\$130,283.47	\$135,870.91	-	\$119,117.63	\$106,289.28	\$120,063.01	\$104,942.95	\$115,244.19
Lecturer								
No. in rank	5	1	0	6	3	4	3	22
% Women	-	-	-	-	-	-	-	36.36%
Avg. Yrs in Univ.	-	-	-	7.45	-	-	-	3.64
Avg. Salary	-	-	-	\$83,624.00	-	-	-	\$72,961.99
10th Percentile	-	-	-	\$77,899.92	-	-	-	\$65,868.47
Median	-	-	-	\$85,314.72	-	-	-	\$73,634.67
90th Percentile	-	-	-	\$87,660.23	-	-	-	\$86,395.00
Senior Lecturer								
No. in rank	7	0	1	2	8	11	2	31
% Women	28.57%	-	-	-	87.50%	45.45%	-	48.39%
Avg. Yrs in Univ.	3.85	-	-	-	6.8	7.93	-	6.29
Avg. Salary	\$82,871.49	-	-	-	\$89,821.58	\$82,801.54	-	\$85,123.57
10th Percentile	\$73,225.60	-	-	-	\$80,168.34	\$77,536.65	-	\$70,536.74
Median	\$79,618.57	-	-	-	\$89,776.23	\$83,695.29	-	\$84,810.37
90th Percentile	\$96,590.59	-	-	-	\$99,221.96	\$90,418.50	-	\$99,060.49
Total FA Faculty								
No. in rank	50	15	10	40	35	44	40	234
% Women	32.00%	66.67%	20.00%	10.00%	71.43%	31.82%	55.00%	39.74%
Avg. Yrs in Univ.	5.34	6.55	7.84	7.13	5.26	6.64	5.13	6.03
Avg. Salary	\$112,253.07	\$109,856.63	\$119,858.78	\$121,908.99	\$105,545.96	\$107,416.17	\$102,878.68	\$110,559.90
10th Percentile	\$75,084.08	\$98,853.80	\$91,504.73	\$86,395.00	\$81,323.07	\$74,993.24	\$71,853.67	\$78,185.57
Median	\$112,399.24	\$108,386.59	\$123,559.42	\$119,967.25	\$97,452.46	\$103,847.72	\$98,904.18	\$108,438.73
90th Percentile	\$141,481.50	\$131,118.28	\$149,612.19	\$156,818.04	\$147,491.96	\$136,190.11	\$146,109.71	\$145,667.61

If you have any suggestions for future salary information charts, please feel free to contact us at office@uoitfa.ca.

Employment Standards in Ontario

The Employment Standards Act, 2000 (ESA) sets minimum standards for most workplaces in Ontario. Special rules and exemptions apply to certain employees.

What you need to know

Employers are prohibited from penalizing employees in any way for exercising **ESA** rights.

Hours of Work and Eating Periods: There are daily and weekly limits on hours of work. Employees may work more if certain conditions are met. Employees must not work more than 5 consecutive hours without a 30-minute meal break. Learn more at Ontario.ca/hoursofwork.

Overtime Pay: Overtime is payable after 44 hours of work in a week for most jobs. The overtime rate must be at least 1½ times the regular rate of pay.

Minimum Wage: Most employees are entitled to be paid at least the minimum wage. For current rates visit Ontario.ca/minimumwage.

Payday: Employees must be paid on a regular payday and receive a wage statement.

Vacation Time and Pay: Most employees earn at least 2 weeks of vacation time after every 12 months. They must be paid at least 4% of the total wages they earned as vacation pay.

Public Holidays: Ontario has 9 public holidays each year. Most employees are entitled to take these days off work and be paid public holiday pay.

Leaves of Absence: There are a number of job-protected unpaid leaves of absence including pregnancy, parental, family caregiver, and personal emergency leave.

Termination Notice and Pay: In most cases, employers must give advance written notice when terminating employment and/or termination pay instead of notice. Learn more at Ontario.ca/terminationofemployment.

Other ESA Rights and Special Rules: There are other rights as well as special rules not listed on this poster including rights to severance pay and special rules for assignment employees of temporary help agencies.

Contact the Ministry of Labour for more information

Call us at 416-326-7160, 1-800-531-5551, TTY 1-866-567-8893, or visit our website at Ontario.ca/employmentstandards. Information is available in multiple languages.

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FACULTY ASSOCIATION

SAVE THE DATE
GENERAL MEMBERSHIP
MEETING
THURSDAY NOVEMBER 12th 2015

-- CONSTITUTIONAL AMENDMENTS DUE OCTOBER 21st 2015 --
Please submit constitutional amendments to office@uoitfa.ca