

UOIT FACULTY ASSOCIATION'S newsletter



Respect for
people and
process.

is what fair employment means to me

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President's Remarks

It's been a busy fall term for the UOITFA. We've got a number of committees up and running this term, each of which is advancing important issues in our workplace. This critical work would not be possible without an active and engaged membership, and our thanks are due to the members who have dedicated their time and effort to enhancing our academic community.

The Executive Committee and Executive Council have established regular monthly meetings where we deal with the general operation of the Faculty Association. For example, we have been working on finalizing a new logo in order to update the FA's materials (e.g. letterhead, business cards, etc.).

One of the main ways we are able to represent your interests within the University community is through Joint Committee meetings. At these meetings, we meet with representatives of the University's administration and raise issues of importance for our members. There are two Joint Committees, one for tenured and tenure-track faculty and one for teaching faculty. Please contact your FA office at uoitfa@gmail.com if you would like more information about your Joint Committee representatives or these meetings.

Some of the issues we've raised with Management this term include performance reviews, sexual assault policy, course evaluations, start up funds, scheduling, final grade submission, co-curricular week, roles of referees in the tenure and promotion process, Syllabizer, and Bill 168 as it applies to the Occupational Health and Safety Act. Contact us with any questions about these issues or with additional issues of your own.

Teaching Faculty have commenced the challenging and very important task of providing input into the Working Group on Workload Assignment, details about which are found on the final page of the CA in the form of a Letter of Understanding.

In addition to those members sitting with management representatives on the working bodies in each faculty, individual members are encouraged to make presentations concerning workload issues and details about their assignments and the challenges they experience within their units. The FA is

Gary took his PhD (York 1992) in Social and Political Thought, and his post-doc was split between University of Toronto and Goldsmiths College, London, after which he was an independent editor based in Winnipeg running his own business. He held a Canada Research Chair in Technology and Culture at Lakehead University before joining UOIT in 2012. In addition to his role in the FA, he is President of the Toronto Semiotic Circle, a learned society based at Victoria College in the University of Toronto, and directs the Communication Program at UOIT.

President's Remarks (continued)

confident that this process will result in improvements in working conditions and better lines of communication between deans and teaching faculty.

We have also been working to support faculty and staff of FHS through a difficult period. As you may have heard, Dean Ellen Vogel will not be continuing her role in the Faculty of Health Sciences as of the end of December 2014. You can find a copy of a letter submitted to the Board of Governors briefly outlining some related procedural concerns on our website. This incident has led to serious concerns over a confidentiality agreement that some FA members have been asked to sign as a precondition of their committee work; Michael Dewson, Special Advisor to the Provost, will be consulting with the FA as he works on drafting a confidentiality agreement that we hope will be more palatable to the FA.

At the Faculty Association, we believe that all faculty deserve dignity and respect within the University. If you agree with us, you might find it useful to know that the unit of PSAC 555 representing sessional faculty at UOIT has started their own bargaining process; they will appreciate our support as they progress through negotiations. They will be having t-shirts made outlining the connections between “your learning conditions” and “our working conditions” – please consider

donning a t-shirt in support of fairer working conditions for sessional faculty at UOIT. You can find out more about our collective bargaining process in the Collective Bargaining Committee report.

Contract academic staff is a priority issue for the Ontario Confederation of University Faculty Associations (OCUFA) this year. Good working and learning conditions are everyone's issue in our universities. Only by working together can we advance the collective cause of affordable, quality higher education in Ontario.

Finally, we are exceptionally thankful for our staff for organizing and facilitating member engagement and maintaining the daily operations of the Faculty Association. It is thanks to their hard work, high energy, and ongoing motivation that the FA is able to function. We are pleased to welcome Denise Martins, past president of Local 3913 of the Canadian Union of Public Employees (Teaching Assistants and Sessional Lecturers at the University of Guelph), as our new Executive Assistant. We anticipate that she will work very well alongside Christine McLaughlin in advancing the interests of our association, our members, and our university community. As we head into a new academic term, please feel free to contact Christine and Denise with any questions, concerns or ideas.

Committee Updates

EQUITY WORKING GROUP

The UOIT Faculty Association has been working on a number of ways to ensure UOIT strives to be an equitable workplace free from harassment. This has meant everything from working on a survey that will help us identify key issues for upcoming negotiations, to working to pressure the University to provide anti-harassment training to all faculty and staff.

We are also working on a faculty event in conjunction with the Canadian Association of University Teachers, of which we are members. We would truly benefit from hearing about your ideas for the equity committee and welcome any comments you may have. Please contact the Faculty Association with any questions and we'll make sure to get back to you as soon as possible.

HEALTH AND SAFETY

Your FA representative to the north campus Joint Health and Safety Committee is Mikael Eklund; we are still seeking a representative for the downtown committee. To learn more about what know this position entails, please contact us.

A number of campus health and safety issues have been raised to date; of particular note is the implications of Bill 168 and the duties it imposes on employers to provide a workplace free of harassment and workplace violence. UOIT is now legally obligated to provide workplace anti-harassment training to all supervisors and employees.

The university is also required to update its harassment policy on an annual basis. The FA will continue to monitor and advocate proper campus health and safety policies. Please contact Mike at Mikael.Eklund@uoit.ca.

GRIEVANCES

We have been busy with a number of member issues over the Fall term. We've worked on approximately 17 grievances and/or member issues, won 5 settlements! We continue to work on timely and agreeable resolutions for outstanding grievances.

We are in the process of getting grievance software to better manage the many complaints and grievances brought forward, which will in turn help us to better serve our membership. As a relatively new committee of the FA, we are also working on developing terms of reference and appropriate policies and procedures.

Next term, some members of the grievance committee will be attending an OCUFA workshop, "After Bill 168: Occupational Health and Safety in the Academy."

If you have a concern or possible grievance, please contact our Staff Officer, Christine McLaughlin, at uoitfa@gmail.com.

FINANCE

The purpose of the Finance Committee is to provide sound financial stewardship of the Faculty Association.

So far the committee is comprised of and chaired by FA Treasurer Ferdinand Jones, who has been hard at work in cooperation with our support staff and under the guidance of our Executive Committee to ensure sound financial policies and procedures are in place for the daily operations of the Faculty Association.

We are currently organizing our financial records in preparation for an audit while continuing to explore investment opportunities to ensure the future long-term health of our organization.

If you are interested in participating on this committee, please contact the FA office at uoitfa@gmail.com.

Workload: are you working more than you should?

A workload committee has been established in nearly every Faculty to address the important issue of teaching faculty workload. Each Faculty has its own committee with the exception of FEAS and FESNS who are meeting as a combined committee.

The work of the FS committee is particularly noteworthy; aside from great attendance at the general meeting for teaching faculty, they have also held general meetings for FS teaching faculty, conducted workload surveys for their Faculty, and assisted in scheduling appointments for their colleagues to address the workload committee.



The FA will be sending out a workload survey for teaching faculty in the near future; we are also organizing a meeting for all Faculty committee members in December to ensure we keep the lines of communication open across the university.

TTTF Collective Bargaining

Your collective bargaining committee has established a regular bi-weekly meeting schedule in preparation for upcoming negotiations for

Tenured and Tenure-Track Faculty (TTTF) in 2015.

We continue to seek participation from FA members – the time commitment can be as small or large as you'd like: from offering insight on a single article or issue where you have expertise or interest to attending regular meetings, there is something for everyone to do on this committee.

The committee has identified priority issues from consultations at executive and general meetings; these are currently being compiled into a collective bargaining survey that will be distributed to all members in the very near future.

Stay tuned for the survey, and please consider participating in this important initiative.

If you'd like to get involved in collective bargaining initiatives, please contact the committee chair Mikael Eklund at mike@eklund.ca or the FA office at uoitfa@gmail.com.

**YOUR FACULTY ASSOCIATION
NEEDS
YOU**

if you'd like to get involved, contact us at uoitfa@gmail.com

Did you know harassment is against the law?

First and foremost, your Collective Agreement (CA) protects you against harassment and discrimination by your employer. Article 10 of both the Tenured/Tenure-Track and Teaching Faculty CAs clearly protect your right to a workplace free of harassment and discrimination. This includes no discrimination, interference, restriction or coercion with respect to your employment “by reason of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offenses, marital status, family status or disability as these are defined in the Ontario Human Rights Code.”

You are also protected against discrimination, interference, restriction or coercion with respect to participation in Faculty Association activities or activities pursuant to the principles of academic freedom as defined in Article 14 of both CAs.

Your CA prohibits and defines harassment as “behaviour that is intimidating, threatening, offensive, degrading, humiliating or insulting by a person in the workplace, where the person knows, or ought reasonably to know, that the behaviour is likely to create an intimidating or hostile workplace environment.” Protection against sexual harassment in the workplace, defined as “comments or conduct of a sexual nature directed at an individual or group by another individual or group of the same or opposite sex,” is also enshrined in your CA.

Legislation in Ontario further prohibits



harassment and discrimination. The Occupational Health and Safety Act (OHSA) outlines the duties of employers to provide a healthy and safe workplace; this includes the responsibility to address issues of harassment and discrimination. Employers in Ontario are required to prepare policies dealing with workplace violence and harassment; these policies must be reviewed at least once a year, must be in writing and posted in the workplace where they can be viewed by employees, and must include measures and procedures for reporting workplace harassment and violence, along with a process for the employer to investigate and deal with incidents and complaints.

The OHSA defines workplace harassment as “engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably be known to be unwelcome. While such comments or conduct typically happen more than once, these can

occur throughout one day or over weeks, months or even years.

The Ontario Human Rights Code may also cover harassment and discrimination. Typically, the Code applies when harassment and discrimination fall under one or more of its protected grounds: age, creed, disability, family and marital status, gender identity and gender expression, race and related grounds, receipt of public assistance, record of offenses, sex and sexual orientation. Sometimes membership in a group protected under the Ontario Human Rights Code means the Code will apply. For example, in a case in Ontario where a worker with a disability was repeatedly the subject of “jokes” while at work, it was found that even though these so-called jokes did not overtly target his disability, his human rights had been violated. The fact that he was singled out and targeted was implicitly a result of his ability, even if the “jokes” themselves were not overtly related to this.

Have you experienced harassment and/or discrimination in the workplace? If so, we’d like to hear from you. We realize how difficult it can be to vocalize some of these issues, but it is nonetheless a very important discussion. Your identity will be fully protected if you chose to raise any harassment and discrimination concerns. Your FA office is a safe space where you have the full right to confidentiality.

We take your health and safety very seriously; this includes a commitment to protect your right to a workplace free of harassment and discrimination. However, in order to uphold your workplace rights, we need to be aware of any violations of those rights. Please contact your FA as soon as possible if you’ve ever been victim to workplace harassment and discrimination at uoitfa@gmail.com.

Fair Employment Week a Success in UOIT

In the past year, the Canadian Association of University Teachers (CAUT) has made the struggle of Sessional Faculty a priority item. This is most evident by their Fair Employment Week which took place October 27th to 31st. During this week, Faculty Associations across Canada held events to educate the public about sessional faculty issues.

The UOIT Faculty Association took a different approach, co-hosting a day of tabling with the Student Association and Local 555 of the Public Sector Alliance of Canada (PSAC). During this event, we turned the tables and asked participants to tell us what fair employment means to them. We got a variety of responses from “unbiased equity” to “inclusion and respect.”

We also asked participants to give grading an essay on a timer a shot. This illustrated the absurdity of compensating faculty solely based on courseload.

Nipissing University Faculty Association launched a social media campaign called [We Belong at Nipissing](#) in order to highlight the many plights of Contract Academic Staff:

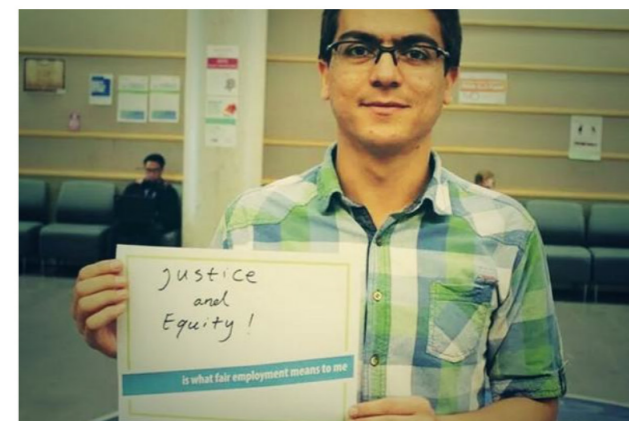
“Times are tough in the post-secondary sector, and it is toughest for contract faculty at universities across North America. We are paid the least; we have minimal job security; we have limited access to development funds, office space, and other resources, including benefits and pensions.

“In the last round of bargaining, the CASBU negotiating team brought proposals to the university administration that would see the research, service, and other scholarly activities of our members recognized for what they contribute to the university community. The administration responded to our proposals by telling us that our jobs are teaching only.

“We know better. We know that research, service, and other scholarly activities are crucial to being academics because they make us better as teachers. They are part of our practice, not something separate.”



Zia came by the UA to tell us what fair employment means to him. What does it mean to you? #fairemploymentweek



RETWEETS 8 FAVORITES 3

12:17 PM - 28 Oct 2014

Professor Mike Eklund came by the UA to tell us what fair employment means to him. #fairemploymentweek #uoit



RETWEETS FAVORITE

Fun ways to stay involved

We're on social media (@UOITFA) so make sure to like us on Facebook and follow us on Twitter for more updates.

Tenure and Tenure-Track Faculty will be receiving a survey in the coming months. In order to be able to serve you best, we need to hear any and all concerns you may have regarding your employment at UOIT. Answering the survey is the first step to steering your bargaining committee in the right direction and giving us a strong mandate to protect your rights behind.

Happy new year and welcome to

2015

In solidarity,
UOITFA Executive Committee

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PAST PRESIDENT

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