

AT THE TABLE

Welcome to your Faculty Association's Bargaining Bulletin. This Bulletin will help keep you informed of the latest updates straight from your Bargaining Team. Here is what you can find in this first issue.

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Ready, set, bargain!

Dear Colleagues,

Thank you to everyone who has contacted the office with questions regarding the bargaining process. We hope this update will help you understand where we stand at the current time. As you have probably already heard, we have entered negotiations with the University for the Tenured, Tenure-Track Faculty Collective Agreement.

Today was the second day of bargaining with the University and we have an additional thirteen scheduled throughout the semester. These first two days have consisted of presenting each sides' proposals, and next time we will be bargaining in earnest.

At this point, we are only discussing the non-monetary proposals. We have made it clear to the University's team that we expect to have their non-monetary proposal no later than November 30th, and that we expect to have made good progress with them on the non-monetary proposals by that time.

For those who recall the earlier rounds of bargaining, the non-monetary negotiations in particular took much longer than they should have, and we want to change that starting in

this round of bargaining,

Although we are legally limited in how much detail we can share with you, we will certainly make sure that you receive updates like this to inform you through every step of the process.

We will also be soliciting your input through the further use of surveys and will be hosting meetings of the Bargaining Unit (i.e. Tenured and Tenure Track Faculty) and General Membership Meetings where you will receive state of negotiations updates. Please note that there is a General Meeting scheduled for Thursday, November 12 from 2:00 to 4:00 at which I will be presenting a report on bargaining and taking questions.

Visit the bargaining updates section of [our website](#) and see [the Fall Update Flyer](#).

Should you have any questions regarding the bargaining process or if you would like to volunteer your time to help get the best agreement possible, please contact me at negotiations@uoitfa.ca.

Sincerely,

Mikael Eklund
Chief Negotiator

SUMMARY OF ARTICLES UNDER REVIEW

article #	article title	Oct 7	Oct 14
1	Purpose	M	
2	Recognition & Definition...	A/M	
3	Definitions		
4	Management Rights	M	
5	Rights & Privileges of the FA		
6	Dues Collection	M	
7	No Strike or Lockout	M	
8	Correspondence	A/M	
9	Joint Committee	M	
10	No Discrimination or Harassment	A/M	
11	Grievance Procedure & Arbitration	A/M	
12	Health and Safety	A/M	
13	Working Environment	A/M	
14	Academic Freedom	A/M	
15	Appointments	A/M	
16	A&P Career/Workload		
17	Performance Review	M	
18	Official Files	A/M	
19	Third Year Review Procedures	M	
20	Tenure		A/M
21	Promotion to Professor		A/M
22	Intellectual Property		A/M
23	No Layoffs		
24	Discipline		A/M
25	Compensation		
26	Pension & Benefits		
27	Vacations and Holidays		
28	Leaves of Absence		
29	Term		
C	List of Arbitrators	A/M	
new	LOU - Employment Equity		A

LEGEND

Monetary	
Non-Monetary	
Tabled by Association	A
Tabled by Management	M
Settled	
Reserved for later date	

STILL GOT QUESTIONS? COME OUT TO THE GMM!

UNIVERSITY OF ONTARIO INSTITUTE OF TECHNOLOGY
FACULTY ASSOCIATION

GENERAL MEMBERSHIP MEETING

Thursday November 12 from 2 to 4 p.m.
Gordon Willey Building, Room G213

For more information, please contact office@uoitfa.ca.

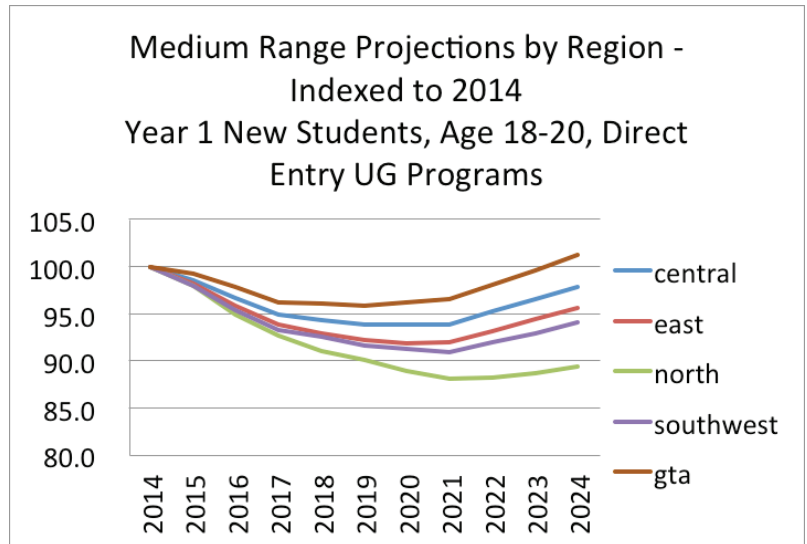
UOIT FAST FACT

For the past year, there has been a lot of talk from the Administration about declining enrollments.

The figure on the right is one that many of you will have seen already.

It is the demographic information being used by the administration to warn us all of an impending decline in enrolment that has the potential to have a dramatic effect on the University's finances.

We do not dispute this information which shows about a 4% drop in the GTA, but are concerned that it does not represent Durham Region, which is our largest source of students. The Durham Dis-



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trict School Board has projected only a 2% drop over approximately the same time period.

As well, while this may well present some challenges to the University, you should also be aware that UOIT has run surpluses since 2011, including \$8.7M in 2014-2015, and a budget for 2015-2016 that includes an increase in Internally Restricted Funds of \$4M.

We will provide more details in the next Update.