

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 issue.

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Update from your Chief Negotiator

Dear Colleagues,

We have been busy with six bargaining sessions since our last update. Five more articles have been signed, bringing the total to eleven. I am pleased to report that we have made substantial improvements to several of these articles.

We are awaiting their responses on several more proposals, and are expecting to hear back soon on Employment Equity, Tenure and Promotion. We had extensive discussions on the substance and importance of these proposals.

We may have reached an impasse on Article 18 – Official File. We are proposing to exclude the anonymous comments component of teaching evaluations from the file so that they do not inform the tenure and promotion process unless faculty members choose to include them in their dossier. The Employer would like to make full course evaluations available electronically to assessment committee members.

We are now closer on Article 13 – Working Environment, and are moving closer on privacy language for faculty member communications. Article 22 – Intellectual Property, Article 24 - Discipline, and Article 10 – No Discrimination or Harassment are still outstanding. We will continue our efforts to strengthen your

right to a workplace free of harassment and discrimination.

Finally, the November 30th deadline for tabling monetary articles has unfortunately passed. However, we are continuing to make good progress, and we have verbal agreement to table all monetary proposals on December 17th, our last day of bargaining this term.

You should have received an email invitation to participate in a survey with the subject line "UOITFA Bargaining Survey: TTTF Monetary Priorities." Your feedback is critical to our efforts at the table, so we hope that you complete this survey before it closes Monday December 14th at noon. We hope to send more frequent, short "flash surveys" as we progress in bargaining. These will be very helpful in making sure we are prioritizing your most important issues. If you have not received the monetary survey invitation, please contact me directly at negotiations@uoitfa.ca.

We have three days of bargaining next week, and will report on further progress thereafter. If you want a more substantive update, we will be available for the FA holiday social on December 17th, and hope to see you there!

Mike Eklund

Chief Negotiator

Fifteen of
twenty
universi-
ties in

UOIT FAST FACT

Ontario have an equity, diversity
or human rights office and/or an
employment equity policy. UOIT
is among the handful of universi-
ties that have neither, and is the
largest within this group, and the
only in southern Ontario.

COME CELEBRATE WITH
YOUR FACULTY ASSOCIATION!



END-OF-YEAR SOCIAL

THURSDAY DECEMBER 17TH 2015
4PM at the WALTZING WEASEL

SUMMARY OF ARTICLES UNDER REVIEW

article #	article title	
1	Purpose	Signed off on October 28 ✓
2	Recognition & Definition...	No agreement/Impasse
3	Definitions	
4	Management Rights	Signed off on October 28 ✓
5	Rights & Privileges of the FA	
6	Dues Collection	Signed off on October 28 ✓
7	No Strike or Lockout	Signed off on October 28 ✓
8	Correspondence	Signed off on December 3 ✓
9	Joint Committee	Signed off on December 8 ✓
10	No Discrimination or Harassment	Tabled by the FA on December 3
11	Grievance Procedure & Arbitration	Signed off on December 3 ✓
12	Health and Safety	Signed off on December 2 ✓
13	Working Environment	Tabled by UOIT on December 8
14	Academic Freedom	Signed off on December 2 ✓
15	Appointments	Tabled by the FA on December 2
16	A&P Career/Workload	
17	Performance Review	Signed off on November 25 ✓
18	Official Files	No agreement/Impasse
19	Third Year Review Procedures	Signed off on December 2 ✓
20	Tenure	Lengthy Discussion on November 30th
21	Promotion to Professor	Tabled by both sides on October 14
22	Intellectual Property	Tabled by UOIT on December 3
23	No Layoffs	
24	Discipline	Tabled by UOIT on December 8
25	Compensation	
26	Pension & Benefits	
27	Vacations and Holidays	
28	Leaves of Absence	
29	Term	
C	List of Arbitrators	Tabled by UOIT on December 8
new	LOU - Employment Equity	Tabled by the FA on December 3
new	LOU - Parental Leave	Tabled by the FA on December 8

LEGEND

Monetary	
Non-Monetary	
Signed off	✓
Reserved for later date	