

**AT THE TABLE****Final Bargaining Update**

Dear Colleagues,

I am very pleased to report that the new Tenured and Tenure-Track Faculty Collective Agreement (CA) has come back from the printer and you will be receiving your copy shortly. The electronic version is also available on the UOITFA website.

As you no doubt know, we reached a tentative agreement for the Tenured and Tenure-Track Faculty (TTTF) after 33 bargaining sessions, including one day of conciliation and two days of mediation, and before our Legal Strike Date of March 21st. The successful ratification vote took place March 21st and 22nd, while UOIT ratified it on March 18th.

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Before going into any details, I would like to acknowledge and commend the hard and determined work of the Bargaining Team: Maurice DiGiuseppe, Wesley Crichlow, Kim Nugent and Christine McLaughlin, and also the great support that we had from the Bargaining Committee, the Action Committee, the Executive Committee, the UOITFA staff, OCUFA, CAUT and of course you, our supportive Members, in the whole process.

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This round of bargaining was different from past rounds. This was evident part way through bargaining, and certainly following our Strike Mandate Vote and the No Board report produced after conciliation. We were in a legal strike position for the first time in

the history of the UOITFA. With the support of our Members, and the building support of the community, we were able to push for some good gains in those last days and hours as the threat of a strike was very real to both sides.

The new CA we ratified offers 5.5% in Across The Board (ATB) increases (to adjust for inflation) over three years (1.00% for 2015-2016, 2.25% for 2016-2017, and 2.25% for 2017-2018). Additionally there was improvement on the denial of the Career Development Increment (CDI) so that two consecutive unsatisfactory Annual Performance Reviews are needed for CDI to be denied, and the last denied CDI can be restored by subsequent satisfactory performance.

We also received gains to the HCEA and PDA, including full coverage for licensing/membership costs required to do your job. Research leave is now being paid at 85% of salary after the first Research leave (the first is still paid at 100%).

Most of the non-monetary gains have previously been reported in Bargaining Updates, but I will mention some highlights and recently agreed changes. For Tenure and Promotion these include:

- ★ Election of the majority of Members to the Faculty Review Committee (FRC).
- ★ FRC independence from the Deans
- ★ Improved elected representation on the Tenure and Promotion Committee
- ★ Successfully avoided concessions on the grievance process

Many gains were also achieved in the Promotion to Professor Article, which now includes the right to grieve a promotion decision.

With respect to other Articles, some previously reported improvements that were ratified include:

- ★ Academic Freedom improvements
- ★ A reasonable right to privacy in personal and professional communications and files.



Make sure to check your university mailbox next week for a brand new copy of your Collective Agreement.

**On Research Leave? If you want to be considered for an Achievement Increment you should let your Dean know in early May in accordance with Article 25.04 a) and 17.02 b).**

The agreement did leave some important issues open, with some mutually agreed upon terms on how to resolve them. On these issues we will be continuing to

seek your feedback and participation, and we appreciate the responses we had for the calls for participation we sent out at the end of April. Specifically:

- ★ The committee on employment equity & systemic discrimination that has been established, with the mandate to create an Employment Equity Action Plan.
- ★ The committee to deal with the Student Opinion Surveys (SOS – sometimes called Student Course Evaluations), as they can profoundly affect performance evaluations and career decisions. We have a tight window to resolve outstanding issues before the next cohort of faculty go through third-year review, tenure and promotion
- ★ A Letter of Understanding has been generated outlining the terms of reference and defining the process for the review of the current IP Policy. This committee already has many of our Members on it, who are seeking to improve our current IP policy.

We also have an Estoppel Letter on issues of Workload. Going forward, some of these important issues and tasks must be addressed very soon, specifically:

- ★ If you have issues with workload and suspect there is unfairness either at an individual level, within the faculty, or with respect to how your faculty compares to others, please contact the FA office for more information. It is essential that you report to us any issues in this regard, and be prepared to grieve this issue if you think your workload was not assigned fairly, equitably, or in violation of Article 16, particularly 16.05 d).
- ★ For Student Opinion Surveys, please respond when we ask you about your experiences with the SOSs. If you feel strongly about the issue, or have some expertise in this area, please step forward and be part of the process to improve them. You will not only be improving your own performance evaluation experiences, but all of your colleagues.

Again, thank you all for the support, and I encourage you to continue to show your support through words and actions. We will all need to work together to get where we need to go.

Sincerely,

Mike Eklund  
Formerly, Chief Negotiating Officer