

University of Victoria Faculty Association

FRAMEWORK AGREEMENT AND SALARY NEGOTIATING TEAM

SALARIES, BENEFITS AND FRAMEWORK NEGOTIATIONS 2012
BARGAINING BULLETIN # 7: Faculty Association Proposals for the 2012 Framework and Salary Negotiations

Dear Members,

Negotiations between the Faculty Association and the Administration began on April 4; on April 19th the Faculty Association Negotiating Team exchanged a list of proposals and negotiation objectives with the Administration's Negotiating Team. The purpose of this Bargaining Bulletin is to inform you of the proposals that we presented to the Administration on your behalf. These proposals reflect the concerns and issues raised by members in the salary and benefits survey, as well as in our consultations with different groups across campus.

The Negotiating Team and the Contract, Compensation, and Benefits Committee have identified nine discrete areas in which we hope to make gains for our members. We outline these areas below, with brief descriptions of some of the specific concerns that we will raise, and in most cases, our suggested changes as well.

1) Equity and Parity in Salary and Benefits

Salary and benefits are a central area of concern for our members. In this round of negotiations we will be asking the administration to bring our salaries closer to the national average (see Bargaining Bulletin #3). In addition, we will also propose that other areas of benefits and compensation be brought closer in line with what is standard at other Canadian universities. These other areas include tuition waivers for dependents, better provisions for study leave and for newly promoted members, and increases in the value of the CPI (Career Progress Increment). We are also seeking small (no-cost) improvements in our current benefit package.

2) Fairer and More Open ARPT, as well as Disciplinary and Grievance Processes

The Contract, Compensation, and Benefits Committee identified several issues of concern in our current Framework Agreement as pertains to Appointment, Reappointment, Promotion and Tenure processes (see Bargaining Bulletin #4). In this round of negotiations we are seeking to improve transparency and fairness in all ARPT processes through, among other things, providing the Association with status when the Framework Agreement appears to have been violated and creating better and fairer processes for solving defects in ARPT procedures. In addition, we will be asking for clarification and improvements in Framework Agreement language that pertains to Librarian promotion, appointment, duties and responsibilities articles.

Finally, we will be seeking improvements in the Agreement to ensure better information sharing around discipline and grievance processes, the elimination of potentially prejudicial steps in these processes, the incorporation of a Scholarly Integrity policy into the Framework Agreement, and the removal or substantial revision of existing disciplinary and grievance processes that are not consistent with our Agreement.

3) Indigenous Issues

Consultation with our members revealed that our Framework Agreement does not adequately capture the specific concerns of Indigenous Faculty. In this round of negotiations we will be seeking several improvements in this area.

4) Gender Equity

Research conducted by the Compensation, Contract, and Benefits Committee revealed a gendered gap in earnings at the University. In this round, we will be asking the Administration to agree to establish a joint investigative process to ascertain the extent of gender inequity, and to make concrete recommendations to remedy such inequity. In addition, we will be seeking improvements in several areas in order to improve work/life balance of both male and female members, including parity in leave between adoptive and biological parents, better special leave provisions for exceptional dependent care needs, and removing the requirement that parents must share parental leave, if both parents are members of the Association. Finally, we will again ask the Administration to commit to enhance the availability of childcare for our members.

5) Senior Instructor Name Change

Senior Instructors play vital roles in the academic life of our community; based on feedback from our members there is some dissatisfaction with the current title of this position, in that it overemphasizes the distinction between teaching and research faculty. We will be seeking a name change for this position to better reflect the contribution of Senior Instructors to the University.

6) Disability, including Long Term Disability

The Long Term Disability Benefit is self-funded through premiums paid by UVic Faculty Association members. However, we are currently paying almost three times as much as UBC for similar coverage (1.93% of annual salary versus 0.65% at UBC). We will be asking the Administration to establish a joint investigative process aimed at finding ways to reduce the cost of this benefit, while maintaining our current level of coverage. In addition, we will ask for the establishment of a joint committee on disability and accommodation, and the right to have an Association or Advocacy office representative present during discussions surrounding sick leave and accommodation. Finally, we will seek improvements in Framework language pertaining to the rights of our members when returning to work and the procedures for addressing accommodation requests and concerns.

7) Pensions and the Phased Retirement Plan

Pensions and retirement are issues of significant concern to many of our members. We will be pursuing two main objectives in this round of negotiations. First, we will be looking at clarifying the relationship between the Salary Settlement and any changes to the Pension Plan. Second, we will be asking for improvements in the current Phased Retirement Plan to render this plan fairer and more attractive to our members.

8) Housekeeping Proposals

Currently, the Framework Agreement is housed on the UVic VPAC website. As a matter of housekeeping, we will be asking for the Framework Agreement to be jointly housed by the VPAC and the Faculty Association.

9) Workload

Increases in workload continue to be a significant concern for most of our members. Some of the issues that we will address in this round of negotiations will include carry-forward of teaching obligations when a course gets cancelled, the reduction in duplication of information requests to members, and improvements in the current policy surrounding outside professional activities.