



BARGAINING BULLETIN #3

2019-2022 Bargaining Round - Opening Statement Presented to the University on February 26, 2019

In the *2018-2023 Strategic Framework*, the University of Victoria affirms its intention to be the Canadian university that *best integrates outstanding scholarship, engaged learning, and real-life involvement* to contribute to a better future for people and the planet.

The realization of these goals relies on the work, time, and dedication of the Faculty and Librarians that constitute the academic community at the University of Victoria and are represented by the University of Victoria Faculty Association (the Association).

In this bargaining round, the Association has one key goal: to achieve *material* recognition from the University Administration of the value of the work that Association Members do in *creating and realizing* the academic mission of the University of Victoria. We have sought and achieved a mandate from our Membership that puts the need to both **adequately support** and **appropriately reward** the work of all faculty and librarians at the forefront.

Our Mandate has five central pillars:

First, we are seeking **fair compensation** commensurate with the high calibre of UVic faculty and librarians, as reflected in our research activity, outstanding scholarship and teaching, and commitment to high-quality experiential learning for our students. As the University recognizes, cultivating an extraordinary academic environment requires increased resources to support and enrich the work of our Members. To this end, and in addition to the PSEC mandated across-the-board increase of 2% in each of the years of this contract, the Association is seeking meaningful increases to our increment structure (as our current increments (MI +CPI) are among the lowest in the country) as well as robust anomalies processes that will address salary compression among mid-career scholars at the University of Victoria as well as other structural inequities in our compensation system.

Second, we will be putting forward proposals aimed at addressing the currently unsustainable workloads of faculty and librarians. **Sustainable and equitable workload** fosters excellence in research, scholarly and professional activities, and teaching, and will prevent the negative health impacts of overwork currently facing many of our members. Our proposals will seek to establish in the Collective Agreement the importance of dedicated time for research as well as curricular development, and recognition of the time commitments associated with the innovative teaching that the University is known for, including distance and on-line learning, field schools and other forms of experiential learning.

Third, the Association will be asking the Administration to increase its support for the research activities of our Members. **Enhanced support for research and researchers** is commensurate with UVic's goals to be a leader among Canadian comprehensive universities. Advancing research

This bargaining bulletin is part of a series of communications intended to provide all Members with background information about the collective bargaining process, as well as updates on contract negotiations during bargaining. All bulletins, briefing notes on important bargaining issues, and bargaining survey results will be made available on our [website](#).

excellence and impact requires the University to make the investments that are necessary to foster high quality research and creative activity. Enhancing support for research and scholarship requires addressing workloads; research requires time, first and foremost. At the same time, we will also be asking the University to commit to making investments that support research at the grassroots, through creating opportunities for seed funds, bridging grants, grants for pursuing international opportunities, and support for open-access publishing.

Fourth, the Association will be proposing several **enhancements to policies related to equity in the Collective Agreement** so that these policies reflect not only the diversity of Faculty and Librarians but also the most up-to-date jurisprudence on human rights in Canada. Embedding practices of equity, inclusion, diversity, and accessibility supports the success of our Members and the University, and is crucial to the success of our diverse student body.

Finally, the Association is looking to make **targeted improvements to benefits** that recognize the value of a healthy supported workforce and are commensurate with our colleagues across Canada and the University's commitment to workplace practices that promote wellness.

I want to take a moment here to outline the work that we have done to develop the mandate that we have received from our Membership. We began consultations in the early spring of 2018 by reaching out to all academic units on campus and attending departmental meetings. We asked open-ended questions at these meetings about where our Members wanted to see changes to the Collective Agreement and where there were common "points of pain." These were very informative sessions and revealed that no matter where you are working now at UVic, we all share common concerns: low compensation, high workload, and a disconnect between the stated mandate of being a research university and the actual resources and support that are put into research. Issues around lack of concrete action on a range of equity-related issues and inadequate benefits that result in major health problems were also consistently raised at these sessions.

We followed up our departmental visits with targeted surveys that were sent to all Members in the fall of 2018. The survey results allowed the Negotiating Team to fine tune our understanding of Member concerns in order to develop specific proposals, as well as a draft mandate that was then discussed and amended by the Association's elected Representative Faculty Council, approved by the Membership at an Extraordinary General Meeting on February 6th, and then ratified by 98.8% of the Membership (with a turn-out of 78%) on February 15th.

Our mandate is thus deeply rooted in the will of the Membership, derived from a highly democratic and transparently consultative process. It is a **reasonable** mandate, that recognizes the bargaining constraints that are imposed by PSEC, but at the same time asks the University Administration to take the appropriate steps to address issues that are very real and that run directly counter to the University's stated goal of being a leader among Canadian Universities. This mandate recognizes that we have strong mutual interests in moving our salaries out of the bottom of our comparator institutions; in fostering a healthy research culture at the University; in addressing unsustainable workloads; in adequately resourcing equity agendas; and in realizing the supportive, collegial, and healthy work-environment to which the University has committed itself.

Thank you,



Helga Kristín Hallgrímsdóttir

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This is where you'll find confidential enquiry forms, bargaining updates, and other important info.

Your Negotiating Team.

Chief Negotiator

Dr. Helga Hallgrímsdóttir

presidentfa@uvic.ca

Chair

Dr. Susan Strega
sstrega@uvic.ca

Member-at-Large

Dr. Elisabeth Gugl
egugl@uvic.ca

Member-at-Large

Dr. Caterina Valeo
valeo@uvic.ca

Teaching Faculty

Dr. Anthony Vickery
avickery@uvic.ca

Librarian

Mr. Bill Blair
blairw@uvic.ca

