



University of Victoria
Faculty Association

FA Standing Committee, EC Portfolio, and Other Reports

AGM

30 April 2019

President's Report for the Annual General Meeting

April 30, 2019

By Helga Hallgrímsdóttir

Below I provide a brief update on some of the issues that we have been focusing on since the fall Ordinary General Meeting. On top of regular operations (which includes Member services and outreach/engagement events) the Association's focus has primarily been on bargaining. In addition, we have been advocating for greater transparency and equity in the new graduate studies funding formula.

In general terms, the workload of the Association office remains high as demand for Member support continues to increase. In addition, the increased need for Member support as well as more engagement with the Administration and our continuing commitment to transparency and accountability of Association operations to Members, places operational strains on the Association office. Bargaining is also a very work-intensive time period, involving additional research and member consultation, as well as communication.

We have a new full-time administrative officer in the office – Penny Murray. Penny comes to the Association with significant experience supporting non-profit organizations. We have also hired, on a temporary basis, Cameron Day who provides technological and web-support to the Association.

Representative Council

Representative Council has met twice this term. In addition to the regularly scheduled Council meeting on March 15th, we held an extraordinary Council Meeting in February for the purposes of discussing the Bargaining Mandate. Council has continued to be engaged in bargaining; the draft salary proposal was brought as a discussion item to the March meeting, and Council has, in addition, voted on each of the initial contract proposals tabled by the Association for this bargaining round.

Member Engagement and Education Events Spring 2019

As our engagement and education focus has shifted towards bargaining, our engagement events have been focused on providing bargaining updates. We have held two all member bargaining updates so far, and have scheduled four in addition. We may add more to the schedule, depending on progress at the table.

The Association has also participated in a few joint initiatives with the University Administration over the last year, including the orientation session for new faculty and librarians, and a workshop on tenure and promotion for chairs and RPT committee members. We will be participating in the orientation session for new faculty and librarians again this August. Depending on when bargaining concludes, we will be holding member education events on the new Collective Agreement in the fall, focusing on areas with the most significant changes.

Bargaining 2019

Bargaining Mandate Vote: The Bargaining Mandate received overwhelming support by the Membership: of the 666 Members who voted (77.5% of the Membership) 659 voted in favour of the

mandate and 7 voted against. We have conveyed to the Administration that the Association has a strong mandate from its Members to make significant gains this round in areas that are crucial for academic work at the University of Victoria –in particular, salary, benefits, workload, research support, collegial relations, and equity.

Progress Thus Far: The Negotiating Team (NT) Helga Hallgrímsdóttir (Public Administration), Caterina Valeo (Engineering), Elisabeth Gugl (Economics), Anthony Vickery (Theatre, Teaching Faculty), and Susan Strega (Social Work) currently meets 4 days a week - 1 day is dedicated to bargaining preparation, and the other three are bargaining days. This is an intensive schedule, but our hope is that this will build the necessary momentum to allow us to conclude bargaining before our Agreement expires.

Policy Consultation

Article 14 in the Collective Agreement requires the University to consult with the Association on any new University policies or revisions to University policies that impact working conditions of faculty and librarians. The following consultations have been initiated or are in process:

- **Intellectual Property Policy:** This policy has been under negotiation since the conclusion of the last Collective Agreement. It has now been rolled over into bargaining.
- **Other policies under formal or informal consultation - current or expected in 2019:**
 - Revised Policy on the Appointment of Chairs and Directors (not commenced)
 - Conflict of Interest Policy (to be tabled during bargaining)
 - Bookstore Policy (concluded)
 - Travel Policy (concluded)
 - Relocation Policy (in process)

The Joint Committee on the Administration of the Agreement

The JCAA meets every two months. The current membership of the Committee is Judith Clarke, Lynne Marks, and myself for the Association, and Michele Parkin (AVP Faculty Relations and Academic Administration), Susan Lewis (Dean of Fine Arts) and Chris Goto-Jones (Dean of Humanities) for the Administration. Minutes of the JCAA are available on our website soon.

Grievance and Arbitrations

Disputes over the interpretation of the Collective Agreement as they pertain to Association Members rights are referred to the Association's Advising and Dispute Resolution Committee (ADRC). This Committee is currently chaired by Chris Bose (Mathematics).

The role of the ADRC is to provide guidance to Association staff on all matters related to Dispute Resolution. ADRC's preference is to rely on informal dispute resolution. Formal dispute resolution mechanisms are grievance and arbitration. Grievances are approved by the ADRC; if the Administration refuses to engage in settlement discussions, the question of whether to refer these grievances to arbitration goes to a sub-committee of the Executive Committee (normally the President, the Vice-President, and the Chair of the ADRC). Decisions to go to arbitration are only made after the Association has received legal advice.



Advocacy and Support for Departments and Schools

In addition to individual Member services, the Association provides support on various fronts to academic units on campus. Areas that we have been working on include advocacy and support for units facing resource constraints, and advice and consultation on governance.



FA STANDING COMMITTEE REPORT

COLLECTIVE AGREEMENT COMMITTEE

April 25, 2019

Overview

The CAC worked hard during the Fall Term to help in developing a mandate for collective bargaining which commenced this February.

Primary Activities

- Both the CAC and its various subgroups (including the compensation and benefits subgroup and the equity subgroup) worked in collaboration with FA staff to compare UVic salaries with those of other Canadian universities, and to develop comparative data on a range of other bargaining issues, including equity issues and research support.
- In collaboration with the Negotiating Team and FA staff, we have also been involved in surveying the membership on a range of issues.

Key Successes/Influencers/Objectives/Outcomes

- Members of the CAC were actively involved in developing our bargaining surveys (teaching faculty, workload, evaluation, salary and benefits, Chairs and Directors and librarians/archivists).
- The CAC also worked with the Executive Committee and the Negotiating Team to develop the bargaining mandate, and the chair of the CAC worked with the Negotiating Team in developing bargaining proposals to be sent to Council.
- In January, the CAC's work was taken over by the Negotiating Team. The committee will be re-convened at the successful conclusion of bargaining.

Current Committee Membership

Collective Agreement Committee

Helga Hallgrimsdottir (PADM) - Ex-officio	Term End: June 30, 2020	EX-OFF: April 20, 2018
Lynne Marks (HIST) - CHAIR	Term End: June 30, 2019	ELECT: FALL 2017 OGM (Dec 6, 2017)
Rebecca Warburton (PADM)	Term End: June 30, 2019	RE-APPT: May 7, 2018
Hary Kwok (EENG)	Term End: June 30, 2020	ELECT: April 10, 2017
Patrick von Aderkas (BIOL)	Term End: June 30, 2020	APPT: September 21, 2018
Elisabeth Gugl (ECON)	Term End: June 30, 2020	RE-ELECT: April 10, 2017
Phalguni Mukhopadhyaya (CIVE)	Term End: June 30, 2019	APPT: September 21, 2018
Victoria Wyatt (AHVS)	Term End: June 30, 2019	APPT: April 20, 2018
Richard Pickard (ENGL) - Teaching Faculty Member	Term End: June 30, 2019	APPT: May 12, 2016
Alex Burdett (LIBR) - Librarian Member	Term End: June 30, 2019	APPT: FALL 2017 OGM (Dec 6, 2017)
Annalee Lepp (GNDR)	Term End: June 30, 2019	APPT: October 19, 2018
Susan Strega (SOCW)	Term End: June 30, 2019	APPT: May 7, 2018

Next Steps



** Support the implementation of the new Collective Agreement once finalized and ratified.*

** Identify and research ongoing changes/improvements in between bargaining rounds.*



FA STANDING COMMITTEE REPORT

DISABILITY COMMITTEE

April 25, 2019

Overview

The FA Disability Committee provides consultation on policies, procedures and education initiatives related to disability, including but not limited to sick leave, Long Term Disability, and accommodation for illness/disability. On an on-going basis, the Committee identifies topics for clarification at the JCAA or for future bargaining. This year, the Committee has also considered topics and language pertinent to upcoming negotiations. The Chair of the Disability Committee serves as a liaison with the Collective Agreement Committee, the Equity Committee, the Advising and Dispute Resolution Committee, and the Executive Committee, ensuring communication between these vehicles.

Primary Activities

This year a focus of the FA Disability Committee has been to identify and consider issues for bargaining related to sick leave, Long Term Disability, and accommodation for an illness/disability. The Committee has also raised concerns related to a standard form used by HR to obtain medical documentation for accommodation, and appreciates the actions taken by FA officers related to this ongoing concern. The Committee understands that University Policy HR6115 on Employment Accommodation is currently under review. We are ready to review and comment on any revisions once they reach the FA.

Key Successes/Influencers/Objectives/Outcomes

The FAQs that the Committee prepared for the FA Website are now live on the website. These FAQs relate to Sick Leave, Disability, and Accommodation for an illness or disability. Many questions that arise pertain to implementation of the language in the CA, rather than to the language itself. The FAQs are designed to address such questions. We are eager to add/edit to reflect feedback from our Members. We encourage Members to contact the Membership Services Office with questions, especially if they need accommodation, sick leave, LTD or return to work.

Upcoming

The Committee will consider informal Member feedback about the Disability FAQs and edit or add information as indicated. The Committee is ready to consult with the Collective Agreement Committee if needed.

Current Committee Membership

Disability Committee			
1	Victoria Wyatt (AHVS) - CHAIR	Term End: June 30, 2019	RE-ELECT: April 10, 2017
2	Chris Auld (ECON)	Term End: June 30, 2020	ELECT: April 11, 2018
3	Katherine Bertoni (NURS) - Teaching Faculty Representative	Term End: June 30, 2020	ELECT: April 11, 2018
4	Jessica Mussell (LIBR) -- Librarian Member	Term End: June 30, 2020	RE-ELECT: April 11, 2018
5	Hua Lin (LING)	Term End: June 30, 2019	ELECT: Dec 6, 2017

Next Steps



** Continue to consider concerns about standard documentation forms used by HR.*

** Continue to be available for consultation with CAC on bargaining and to comment on any revisions to University policies pertinent to the Committee.*

** Continue to consider activities of Equity Committee and Advising and Dispute Resolution Committee for shared concerns and opportunities for collaboration.*



FA STANDING & AD HOC COMMITTEE REPORT

LIBRARIANS COMMITTEE

April 25, 2019

Overview

FA-LC has been extremely busy on a couple of fronts, namely bargaining (and bargaining prep), and library strategic planning.

Primary Activities

The primary activity for the first three quarters of 2018 was consultation with members to develop a bargaining survey to identify bargaining areas of importance. While bargaining support continues, the latter quarter of the year saw FA-LC unexpectedly involved in discussions around a proposed library re-organization. While FA-LC was successful in changing the focus from reorganization to a broader exploration of how to best support the Libraries' new Strategic Directions, the planning for this required a fair amount of consultation and meetings with FA-LC members, the Libraries' management team, and an external team of facilitators from UVic's School of Business. We expect to continue our involvement in the library retreat 'next steps' for the foreseeable future as additional proposals for achieving library goals are currently underway.

Key Successes/Influencers/Objectives/Outcomes

- Worked with the Libraries' management team to increase the word count for librarian evaluation summaries to better fit the two year evaluation cycle.
- FA-LC was successful in proposing a more collegial library retreat, spread over 1.5 days, and facilitated by a third party with expertise in organizational change and value-building.

Upcoming

Goal 1: Assist librarian member of the negotiating team by hosting meetings with Members. Post-negotiations, work with the Libraries' management team to update internal, librarian documents related to the Collective Agreement, that are required to be reviewed after the new CA is ratified.

Goal 2: Continue to work with Libraries' management team around the aforementioned retreat outcomes.

Current Committee Member Info

Librarians Committee

Bill Blair (LIBR) – FA Rep & Co-Chair	June 30, 2019
Jessica Mussell (LIBR) – Co-Chair	June 30, 2019
Alex Burdett (LIBR) – Collective Agreement Committee	June 30, 2020
Carol Gordon (LIBR)	June 30, 2020
Heather Dean (LIBR) – Librarian rep to FA Council	June 30, 2019

Next Steps



** FA-LC will continue to focus on bargaining, post-library retreat activities, and member concerns that come up along the way.*

Meetings

FA-LC AGM: May 2, 2018

FA-LC General Meetings:

2018: Oct. 17 (FA Lunch reception)

FA-LC Special Meetings:

2018: Aug. 15; Oct. 19; Nov. 14, 21; Dec. 5, 19

2019: Jan. 9, 23; Feb 7; Apr. 10

FA-LC/LEM (Library Excluded Members) Meetings:

2018: May 28; June 18, Sept. 26; Oct. 24; Nov. 26; Dec. 20

2019: Jan. 24; Feb. 15, 25; Mar. 1, 6, 27

FA-LC Executive Meetings:

2018: May 16; June 13; Aug. 13; Sept. 11; Oct. 9, 11; Nov. 16, 23; Dec. 4, 7, 12, 17

2019: Jan. 14, 25, 28, 31; Feb. 19; Mar. 11, 25, 29; Apr. 4



EC PORTFOLIO REPORT

CHAIR & DIRECTOR PORTFOLIO

PATRICK VON ADERKAS

April 25, 2019

Overview

The Chair & Director Portfolio covers two general activities: 1. To represent the interests of chairs and directors within the FA, 2. To assist chairs and directors to achieve improvements in their jobs, whether that involves developing better policies, bargaining positions, or resolving disputes. Since April 2018, we, that is myself and Lynne Marks, who did this job while I was on sabbatical, have worked to increase activism among chairs and directors.

Primary Activities

Bargaining: Chairs and Directors made it very clear that there were aspects of their jobs that could use some specific language in the new Collective Agreement. How do we know this? The Collective Agreement Committee completed a survey specifically for chairs and directors. That information is currently being used to assist the Bargaining Team.

Outreach: We currently have strong support from chairs and directors. Our goal is to continue to provide them with information and advice. Over the last year, we had a number of meetings. Since those took place in the summer and autumn, we have not had another one. We are thinking that we might offer a workshop for faculty who are thinking of becoming chairs, during which we would offer strategies on how to negotiate for appropriate benefits.

Consultation Work: We continue to provide individual chairs and directors with advice and representation related to difficulties with either deans (five over the past year), or with fellow members (four chairs). We also have provided advice on a number of occasions.

Next Steps

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* Assisted with a survey to create a list of Bargaining Issues specific to chairs and directors

* Developing a new workshop to assist potential chairs and directors in optimizing their benefits.

* Continue to represent chairs and directors who have problems.

* Continue to serve on the ADRC Committee as Chair and Directors representative.



EC PORTFOLIO REPORT

EQUITY & DISABILITY PORTFOLIO

VICTORIA WYATT, EC MEMBER-AT-LARGE, Equity & Disability Portfolio

April 25, 2019

Overview

The EC Equity & Disability Portfolio embraces diverse activities in support of Equity & Disability advocacy, including committee leadership and membership, liaison work, providing information for FA Members, making recommendations regarding policy and practice, and similar initiatives.

Primary Activities

Committee Membership & Participation: Within the FA, I chair the FA Disability Committee and serve on the Executive Committee, the Advising and Dispute Resolution Committee, the Equity Committee, the Human Resources Committee, the Collective Agreement Committee, the Equity Subcommittee of the Collective Agreement Committee, the FA Human Resources Committee, and some ad-hoc committees. Externally, I represent the FA on the Academic Advisory Committee on Equity and Diversity, run by the Office of Equity and Human Rights. I also am a FA representative on the Continuing Benefits Advisory Committee. I serve as a liaison with the Academic Women's Caucus, MIWIN, and OFAR. In my own faculty and unit, I am the Fine Arts Equity Advisor, sit on the Fine Arts Equity and Diversity Advisory Group, and am a member of the AHVS Equity and TRC Committee.

CAUT Standing Committee on Equity: I continue to serve as a member of the Canadian Association of University Teachers (CAUT) Standing Committee on Equity. I attended their August 2018 meeting in Ottawa, and participated remotely in their March 2019 meeting. Some topics under discussion include, but are not limited to, developing a statement on Racial Justice, designing an Equity Toolkit for member associations, age discrimination, confirming plans for 2020 Equity conference and possibly regional equity forums, the new Canada Athena SWAN pilot program that invites Canadian institutions to sign on to a commitment to develop processes for promoting equity, diversity and inclusion in research communities, with a particular focus on Indigenous participation in planning each step, the upcoming Country Visit to Canada of the UN Special Rapporteur on the rights of persons with disabilities (April 2019), research agendas related to Black academics and to the prevalence of disability, the federal election campaign, a policy statement on mental health, and a framework for Collegial University Governance.

Consultation Work: Since the last regular Council meeting, I have continued to provide individual Member advocacy related to sick leave, long term disability, return to work and accommodation. I have consulted with the CAC and members of the Bargaining team in relation to equity and disability issues and CA language.

Next Steps

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- * Continue to provide consultation as needed on equity and disability issues during bargaining.
- * Continue to work with the Disability Committee in issues related to Human Resources forms and procedures surrounding medical accommodation.
- * Continue with policy reviews, reviews and UVIC websites, and individual consultations relating to disability and accommodation.
- * Continue to serve on the CAUT Equity Committee and report on its activities.