

**From:** [FAFA](#) on behalf of [FA President](#)  
**To:** [Faculty Association](#)  
**Subject:** [Fafa] Bargaining Update  
**Date:** July 13, 2022 5:23:59 PM  
**Attachments:** [ATT00001.txt](#)

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Dear Members,

I hope that all is well with you, and that you are able to take some time to relax over the summer. In this email I want to give you an update on our bargaining thus far.

But first, on behalf of the FA, I'd like to welcome our new VP Academic and Provost, Elizabeth Croft. We look forward to working with the new Provost. I would also like to sincerely thank our two outgoing FA Officers, Monica Prendergast (outgoing Vice-President) and Rob Gillezeau (outgoing Treasurer) for all of their tremendous work. Monica has been an FA officer since 2014, and I have very much appreciated her support since I became President. Rob has also done excellent work, including providing valuable political advice. I would also like to welcome Erin Campbell (Art History and Visual Studies), our incoming Vice-President and Patrick von Aderkas (Biology), our incoming Treasurer.

#### Bargaining Update

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For further background on Collective Bargaining and to view our previous updates, please visit the [Collective Bargaining section of our website](#).

At the end of June the FA negotiating team concluded its final scheduled day at the bargaining table until mid-September. In all of its proposals, the negotiating team has aimed at addressing the five broad priorities recognized in our bargaining mandate:

1. Fair Compensation: Despite the provincial government's delay in announcing the PSEC mandate, the negotiating team has tabled proposals to address the CPI drop-off issue and to secure a more transparent and fairer salary evaluation system, including a separate pool of merit for Chairs. We have also stated that we are seeking wage increases that will allow our members to keep up with increases in the cost of living.
2. Sustainable and Equitable Workload Language: We have tabled proposals where equitable assignment of teaching takes into account the varying workloads associated with class size, mode of delivery, course design, graduate supervision and other relevant factors.
3. Enhancements to policies related to equity, diversity, inclusion, and anti-racism. We are proposing policies and structures that will reduce the systemic barriers BPOC colleagues are facing and recognize the additional work they do in mentorship, service to communities, and other areas. We have also put forward proposals to eliminate unnecessary distinctions in RPT language between research and teaching stream faculty. Given the proven biases of students' course evaluations, we have put forward proposals to eliminate CES as a summative tool for evaluation of faculty members.
4. Full inclusion, recognition and valuing of the work of Indigenous members: We have put forward a range of proposals to better recognize and value all of the work Indigenous faculty do and to create a new Indigenous Recruitment Fund.
5. Targeted Improvements to benefits: Although we cannot yet bargain issues with financial implications, we have had informal discussions on this matter, making it clear that we are seeking coverage of contraceptives and significant increases in reimbursement for paramedical services that our members have identified as priority areas. We have also presented a proposal to increase the number of infant and toddler childcare spaces on campus.

The FA has consulted and engaged with Indigenous members widely, including in the lead-up to bargaining and throughout the informal and formal bargaining periods, resulting in numerous NT proposals to ensure the full inclusion, recognition and valuing of the work of Indigenous members. Nonetheless, the FA and University Admin remain far apart in our understanding of what is

genuinely required to better support, recognize, and value the work of Indigenous members. Given this challenge, both sides have agreed to create an Indigenous Circle comprised of three Indigenous FA representatives and three Indigenous University Admin representatives. The group will meet over the summer and early fall to assist and support the bargaining process.

Many of the University's proposals address fairly minor issues. The majority of the responses they have provided to our proposals do not address our proposals in a substantive way. Some of this reflects the fact that we don't yet have a PSEC mandate, but we had hoped by now to have made more progress on non-monetary issues, many of which I've identified above. However, we have been told by the University's team that consultation is still underway on these matters. One issue the University remains unwilling (thus far) to address, is our concern with the discriminatory nature of CES as a tool for evaluation

The negotiating team is very concerned about the University's proposal concerning Financial Exigency, article 56 of the current Collective Agreement. It is our understanding that UVic is currently in solid financial shape. However, given the recent significant layoffs at Laurentian University as a result of its apparent financial problems, the FA is very concerned that the University is proposing to do away with the Financial Commission, longstanding language in the Collective Agreement, and currently articulated in article 56.10. Under current language, this commission, comprised of equal numbers of Faculty Association and Board of Governor appointees, has the power to evaluate any declaration made by the University of Financial Exigency and determine whether it is appropriate. It is a very important check on the University's power to declare a state of financial exigency without good reason. Because a successful declaration of financial exigency could entail the layoff of FA members, we view this proposal from the University to be entirely unacceptable.

#### Broader Bargaining Context

As we have noted in previous emails, the main reason that bargaining is on pause until the fall is to allow more time for BCGEU's ongoing collective bargaining with the BC Government to come to a close, which will determine the PSEC mandate and thus the limits that will be placed on our compensation packages. The BCGEU recently completed a very successful strike vote. Almost all of their members participated in the vote, and 95% voted to authorize strike action. A strike vote does not necessarily mean that the BCGEU will be going on strike; rather, it puts pressure on the government to make a new offer, and gives the BCGEU's negotiating team the authorization to call a strike should their negotiations reach an impasse, or a point at which neither party is willing to adjust their position.

The BCGEU's primary goal at this moment is to secure, at minimum, wage increases that match cost of living increases. You may have seen or heard the term "COLA" mentioned as part of their campaign, which stands for "Cost of Living Allowance." The Faculty Association and its Negotiating Team are thankful for the BCGEU's effort and courage in pushing for cost of living increases for their members. Not only are such increases well-deserved and needed, but doing so will also allow us to secure much more for our members during this round of bargaining.

The successful BCGEU strike vote did put enough pressure on the government to bring them back to the table to negotiate, but at this time the two sides have not been able to come to an agreement. We will keep you updated on major developments on that front, since this impacts when we will be able to negotiate monetary issues for our members.

I would like to thank Nathan Todd and members of the FA negotiating team (Chris Eagle, Elisabeth Gugl, Justin Harrison, Christine O'Bonsawin and Caterina Valeo) for their contributions to this email. I would also like to thank the negotiating team, and our staff members, Nathan Todd, Ben Johnson and Penny Murray for their incredibly hard and constructive work over the past term.

If you have any questions related to bargaining matters, please don't hesitate to contact me, Nathan Todd ([uvicfa@uvic.ca](mailto:uvicfa@uvic.ca)), or Elisabeth Gugl ([egugl@uvic.ca](mailto:egugl@uvic.ca)).

I will be sending out an update on other relevant FA matters in the next few days.

Wishing you all the very best,

Lynne

Lynne Marks

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University of Victoria

Victoria, B.C.

We recognize with respect the WSÁNEĆ (Saanich), Wyomilth (Esquimalt), and Lkwungen (Songhees) peoples on whose territories the University of Victoria stands, and whose relationships with this land remain profound today.

We acknowledge the devastation that government-created residential schools and Indian hospitals has inflicted on the health and wellbeing of Indigenous peoples and the ongoing effects of concentric trauma that continue to this day.