

INTRODUCTION

The UVic Faculty Association proudly represents all faculty (including chairs & directors), librarians and archivists at the University of Victoria. This year, we enter our next round of Collective Bargaining where we will work to secure a new Collective Agreement. While Collective Bargaining is a large undertaking, it is also an important reminder that the collective efforts, expertise, and work of our faculty, librarians, and archivists are essential to not just the functioning of the University, but to its ability to flourish and excel as an institution. The goal of the Negotiating Team is to secure a Collective Agreement that reflects and represents the value all of our members bring to the University and to their communities.

As UVic begins to work towards developing a new strategic plan, we are sure that this plan will include UVic's current commitments to moving UVic forward as a research-intensive university, a university that offers exceptional teaching, and that continues to be committed to equity, diversity, inclusion, decolonization, reconciliation and anti-racism.

All members of the university community play a role in achieving these goals. At the same time, your Negotiating Team recognizes the crucial and central role that the creativity, research excellence, hard work and dedication that all Association members, faculty and librarians alike, play in enabling the University to move forward on these essential fronts. For the upcoming bargaining round, the Negotiating Team seeks a Bargaining Mandate from the Membership to develop proposals and contract language that will put at the forefront the need to both **adequately support** and **appropriately compensate** the work of all faculty and librarians – the work that realizes the academic mission of the University of Victoria.

The Bargaining Mandate sets the framework for the specific contract proposals that the Negotiating Team will put on the table at the start of bargaining in February 2022. This mandate seeks to make significant improvements by building on the below **five pillars**:

- I. **Fair compensation** commensurate with the high calibre of UVic faculty and librarians, as reflected in our research activity, outstanding scholarship, and commitment to high-quality experiential learning for our students.
- II. **Sustainable and equitable workload language.** The Association is committed to bargain for language that ensures that none of our Members need to damage their health or their family lives as they strive for excellence in teaching, research, scholarly and professional activities.
- III. **Enhancements to policies related to equity, diversity, inclusion and anti-racism in the Collective Agreement** so that these policies reflect the diversity of Faculty and Librarians, the most up-to-date jurisprudence on human rights in Canada and ensures that UVic is a university where no one faces systemic barriers to inclusion or success and where everyone feels that they belong.
- IV. **Full Inclusion, recognition and valuing of the work of Indigenous Faculty.** In the last Collective Agreement the FA negotiated the Indigenous Recruitment Support Fund with the

Administration, however, there is still a great deal to be done to ensure that the work of Indigenous faculty is fully valued and that they are not overburdened by the work involved in supporting UVic's Indigenization and decolonization goals.

- V. **Targeted improvements to benefits** that recognize the value of a healthy supported workforce and are commensurate with our colleagues across Canada.

I. FAIR COMPENSATION

We made important gains in the last bargaining round, but salaries at the University of Victoria are still below average in relation to our comparators (comprehensive, research-intensive universities). At the same time, the cost of living in Victoria is one of the highest in Canada.

The Negotiating Team seeks your support to put forward proposals to:

- Secure a robust wage increase that puts the salaries of our Members in line with those of our colleagues at comparator universities, and which provides for an increase in real wages, given current inflationary realities.
- Eliminate the CPI drop offs, which, if not eliminated, will have a major negative impact on salaries moving forward. Given COVID, which has slowed career progress for the majority of our members, the drop-offs for those not gaining promotion to full professor within 11 years are particularly unfair. At the full professor level, CPI drop offs will not only limit salaries but also disincentivize service work and have serious negative implications for retention.
- Revise salary evaluation language to ensure that mechanisms for the distribution of merit pay is fair, transparent, and equitable.
- Create a separate pool of merit pay for Chairs, to ensure fairness for both Chairs and other Members.

We call on the University Administration to recognize the value of the research, scholarship, teaching and service of University of Victoria faculty and librarians, and to engage meaningfully and creatively in an effort to improve our compensation in one of the most expensive cities in Canada.

II. SUSTAINABLE AND EQUITABLE WORKLOAD

COVID-19 has only exacerbated the already existing challenges of unsustainable workloads for Association Members. Even before COVID we were aware that teaching workloads and increasing service responsibilities were seriously eroding the time our members required for scholarship, with high workloads also negatively impacting their private lives and health. This situation has worsened dramatically over the last two years, with rapid pivots to online teaching and exams and the need to learn new technologies further increasing the time our members had to devote to teaching. COVID has

also made research work much more challenging on many levels. While COVID-LOUs (Letters of Understanding) helped in some regards, COVID conditions highlighted the limitations of our Collective Agreement language regarding workload. We also seek recognition for the fact that research, creative works and scholarly activity do not detract from teaching but enrich course delivery and knowledge mobilization.

The Negotiating Team seeks your support to put forward proposals to:

- Create more transparency and flexibility in workload distributions, with greater recognition of variability in workload per course, depending on whether it is a new course or has been taught previously, course format (online, face to face or hybrid) and size of class in order to create more equity across teaching loads.
- Develop language that mitigates and compensates Members for the impact of major workload increases in cases of sudden and unanticipated increases in teaching demands due to national or international crises (pandemics, etc).
- Adequately resource the variety of teaching formats that exist across the University including: online courses, labs, field schools, teaching in communities, community-engaged teaching, and experiential learning.
- Establish sustainable teaching loads for teaching intensive faculty that recognize all forms of teaching work, including course coordination.
- Recognize graduate and honours supervision as part of workload.
- Recognize the mentoring of students and junior faculty as part of workload and for evaluation.
- Clarify the language regarding scholarly activity for teaching intensive faculty, so that requirements for scholarly activity do not increase existing workloads of teaching intensive faculty.
- Negotiate a fund to provide course releases for faculty who face exceptionally high service workloads or hold major research grants.
- Negotiate a reduction in the various new administrative demands that have been downloaded onto faculty members and Chairs/Directors over the last 10 years, dramatically increasing workloads.
- Negotiate an adequate and consistent level of administrative support across the university for faculty holding research grants.
- Negotiate a new fund to allow units to transfer continuing sessional-lecturers to FA positions, providing more long-term teaching capacity for units, as well as reducing the service workload on current FA members in the unit.
- Support a sustainable leadership model for Chairs and Directors, including ensuring that workloads are tenable and adequate administrative support is provided.
- Ensure that committee assignments and other service expectations are sustainable and appropriate to the career paths of faculty and librarians.

We call on the University Administration to recognize that sustainable workload is the cornerstone of excellence in research and teaching.

III. ENHANCEMENTS TO POLICIES RELATED TO EQUITY IN THE COLLECTIVE AGREEMENT

The University of Victoria aspires to be a leader in equity, inclusion and anti-racism. However, equity provisions in the Collective Agreement lag behind equity protections enshrined in many other faculty collective agreements across Canada.

The Negotiating Team seeks your support to put forward proposals to:

- Bring leave provisions in line with current understandings of equity and human rights, for example, removing the provision that requires parents to share a single parental leave.
- Improve provisions for supporting Members with family responsibilities.
- Enhance protections for Members with disabilities and implement a permanent Association-Administration joint committee on disability and accommodation to monitor progress in this area.
- Eliminate CES as a source of evaluating Members, given its well-proven biases, unless faculty members choose to include it in their teaching dossiers.
- Increase recognition of the diversity of research, scholarly activity and service in evaluation and promotion.
- Increase recognition (in evaluation and support) for additional service and mentoring work done by BIPOC Members.
- Advocate that UVic implement the recommendations of the Scarborough Charter on Anti-Black Racism and Black Inclusion in Canadian Higher Education recently adopted by UVic.
- Implement an Association-Administration joint committee on Equity, Diversity, Inclusion, Anti-racism and Decolonization with the power to make significant progress in addressing systemic and institutional barriers.
- Promote healthy and inclusive work environments, including a commitment to robust collegial governance, for faculty and librarians at all levels of the University.
- Recognize the equal value of all Association members - teaching intensive faculty, research intensive faculty, and librarians - and remove all unreasonable barriers and distinctions between them.
- Harmonize career path and progression for teaching intensive faculty and research intensive faculty.

We call on the University Administration to provide the resources and supports required to create an equitable and inclusive workplace for all faculty and librarians.

IV. IMPROVING POLICIES REGARDING INCLUSION, EVALUATION AND WORKLOAD OF INDIGENOUS FACULTY

The University has stated commitments to decolonization and reconciliation, but there is still a great deal of work to do. The University and the Association need to work together to fully recognize and value Indigenous Members in evaluation processes and all aspects of university life, dismantle systemic and institutional barriers, and ensure that Indigenous Members are not overburdened by the work involved in the University's Indigenization and decolonization goals.

The Negotiating Team seeks your support to put forward proposals to:

- Reduce or eliminate systemic and institutional barriers facing Indigenous Members.
- Strengthen language that recognizes the value of community engaged/led research, teaching, scholarly activity, and service in evaluation processes.
- Include in evaluation language recognition of the additional work that Indigenous faculty engage in service and in mentoring students, staff and faculty.
- Include the option for Indigenous representation and participation, such as Elders, Knowledge Keepers, and Indigenous colleagues, in ARPT processes for Indigenous Members and new hires.
- Ensure that when Indigenous Members engage in activities beyond normal workload that further the University's Indigenization and decolonization goals that this work is appropriately supported in tangible and material ways.
- Negotiate a new Indigenous Recruitment Support Fund, with part of the fund dedicated to hiring senior Indigenous scholars who can serve as mentors for the many recently hired junior Indigenous scholars. The administration of this fund should include significant oversight from Indigenous faculty.

We call on the University Administration to increase its support for decolonization and reconciliation to actually dismantle the systemic barriers to inclusion and appropriate evaluation facing Indigenous faculty members, and to ensure that they are not over-burdened in implementing the University's goals.

V. TARGETED IMPROVEMENTS TO BENEFITS AND RETIREMENT PLANNING

While some of our benefits are competitive relative to our comparator universities, others are not. Members expressed concerns about the adequacy in coverage for extended health benefits. The lack of reimbursement for prescription contraception is a major concern for many Members.

Members indicated continued frustration with the lack of access to on-campus child care; we have heard increasingly how this compromises recruitment and retention efforts at UVic. While we welcome the tuition fund brought in with the last Collective Agreement, we are aware that it only covers a portion of tuition for Members and their partners and dependents, and is much less robust than the many tuition waiver programs of our comparator universities.

The Association is aware that many of our Members past Normal Retirement Age (65) might choose to retire if there were appropriate post-retirement benefits and options that would make such a decision less financially difficult and less of a complete break from their previous academic lives.

The Negotiating Team seeks your support to put forward proposals to:

- Include reimbursement for prescription contraception within our drug plan.
- Significantly increase reimbursement for paramedical services that our members have identified as priority areas.
- Significantly expand access to on-site childcare facilities for the children of faculty and librarians.
- Improve the current tuition benefit system.
- Negotiate post-retirement benefits for retiring Members.
- Encourage the University to offer robust buyout packages for long-serving Members.
- Allow Members who commit to a retirement date to take a final study leave with no obligation to return.
- Negotiate more ways of enabling retired Members to continue, if they wish, to play an active role within the university community.

We call on the University Administration to recognize that outstanding scholarship, excellence in teaching, and international engagement and collaboration requires investment in the supports that create and foster the health and well-being of faculty and librarians - and the University as a whole. It is also important that the University recognize the specific needs of our long-serving Members.