

**From:** [FAFA](#) on behalf of [FA President](#)  
**To:** [Faculty Association](#)  
**Subject:** [Fafa] Bargaining Update  
**Date:** November 25, 2022 5:29:05 PM  
**Attachments:** [image001.png](#)  
[ATT00001.txt](#)

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Dear Members,

I hope all is well with you as the end of term approaches. I'm sorry I haven't been in touch sooner with bargaining updates. We have been waiting over the last two weeks for a response from the administration to our salary and equity proposals. We finally received their responses yesterday. **We are facing significant challenges at the table on a number of key bargaining priorities you have identified through our bargaining mandate. With that in mind, we have prepared the following substantive and important update that addresses our progress at the table.**

### **CPI Drop-Offs**

We are very disappointed that the administration has thus far rejected all of our proposals related to increasing the number of years until CPI drop offs, which is one of the central priorities in our bargaining mandate. In the last Collective Agreement, there was an increase to the amount of CPI for those receiving it, but those who did not go up for promotion to full professor within 11 years of promotion to Associate were penalized by the loss of CPI (CPI "drop offs"). CPI drop offs were also imposed on full professors and Librarian IV's once they had reached 28 years since their first academic appointment. This means that many of our members stop receiving CPI in their most productive years, before this occurs in universities with any kind of comparable system (and many have no such drop offs at all). We have proposed significantly increasing the years until drop off for full professors, but the university is not interested in doing this. Instead, they are focused on spending money on changes that magnify what is already problematic about the merit system.

We are also arguing strongly that Assistant and Associate Professors and Librarian III's who had reached the CPI drop off limit should receive two more years before CPI drop-offs. As you know only too well, COVID had major negative impacts on research productivity for most of our members, and also made it very difficult to do more than survive (and learn Brightspace), rather than having time to improve one's teaching skills more generally. As a result, members' abilities to move towards promotion were negatively impacted just after a major change in

salary structure. We are extremely disappointed that the administration does not appear to be willing to recognize the hard work of our members during COVID and the negative impact this had on their careers at a time when new expectations regarding promotion were placed on them. The administration has thanked our members many times for their hard work during COVID, but such thanks ring hollow given their response to our reasonable proposals to address the damage to careers caused by COVID.

### **Teaching Stream Faculty**

We have made some progress in making the RPT process for teaching and research stream more comparable. However, as it stands, teaching stream faculty are required to wait until they are full Professors to be granted tenure. Our proposal to provide teaching stream faculty with tenure on the same timeline as research stream (on promotion to associate), has been viewed by the administration as a major request that requires significant concessions. We believe it is a reasonable request that would correct a strange artifact of our Collective Agreement which is a major irritant to teaching stream faculty. Since the university clearly has no concern about teaching stream faculty being granted tenure as full teaching professors, it is unclear why the university considers it a major concession to grant teaching stream tenure at the associate level, thus removing a major barrier to equal status for both streams.

### **Equity & Decolonization**

We have made some limited progress on issues related to equity and for Indigenous and BPOC faculty. However, while the University claims publicly to be committed to equity and decolonization, the majority of proposals we have brought forward to address barriers and inequalities have been challenged, watered down, or outright rejected. The administration have expressed concerns that if equity language is enshrined in the Collective Agreement, it will lead to grievances. Indeed, the legal protections of a Collective Agreement are what we are seeking for our equity deserving members, as we are for all of our members. These protections are the best way to hold the University accountable for equity related issues in the workplace. While rejecting many of our concrete proposals on equity, the university proposes replacing them with “aspirational language” in the preamble to the Collective Agreement, language that makes the university look good, but has no legal force and does not help our members. We are told that we need to trust the university, and believe that the administration will make change through the new Equity Action Plan. While we are pleased that this plan has been put in place, we have seen many such plans come and go, with little concrete result. We hope that this will not be the case this time, but we prefer to enshrine protections in a legal document such as the Collective Agreement, that do not depend on the changing commitments of university administrators.

### **Workload**

We have put forward concrete proposals aimed at protecting members from ever-increasing workload demands that can damage their health and/or their family lives. However, we are

concerned by indications of where the university may be going on the issue of workload. For the past few years, we have had informal but clear agreements with the administration that faculty members will not be required to do the extra work of teaching in multiple modalities and that recording of lectures will not be required. However, our efforts to enshrine such agreements in the Collective Agreement have been rebuffed. We have been told at the bargaining table that the University is not willing to accept any language protecting member rights around these issues, since the administration may be requiring our members to record lectures and teach in multiple modalities in the future. While some members may choose to record lectures, for example, depending on the nature of their course, making recording classes and teaching in multiple modalities mandatory would dramatically increase workload and invade student and faculty privacy. We have also not received any positive response from the administration to our proposals that the University provide faculty workload support to address the dramatic increase in requests for student accommodations over the last few years. Finally, we are concerned that while we are making some limited progress in ensuring that other legitimate workload concerns are addressed through the Collective Agreement, the administration is pushing back on much of our language in this regard.

### **Collegial Governance**

As you are aware, we are currently pursuing two major cases where we feel the university has violated the Collective Agreement in regard to the appointment of senior administrators, as part of the Association's efforts to combat what we view as a troubling erosion of collegial governance on this campus in recent years. We have tried to strengthen our collegial governance rights in this round of bargaining, for all members but most particularly for librarian members, who lack ratification rights in regard to either their leaders in the Libraries or in the senior administration more generally. All of our proposals relating to collegial governance have been rejected by the administration.

### **Looking Forward**

We are making progress on a number of fronts, but the university's refusal to adequately address major parts of our bargaining mandate is a significant concern. We are still hoping that we may be able to complete a fair and reasonable Collective Agreement by mid-December, but it is looking more likely that we may be bargaining into January. We want you to get your retroactive pay as soon as possible, and we are well aware that waiting for this is a challenge for many of you. We thank you for your patience. We are working as hard as we can, bargaining two or three times a week, and working on bargaining preparation every day. But it takes two sides to come to a fair and reasonable agreement. We hope that the administration will recognize this. We realize that we can't get everything that our members want. That's not how bargaining works, unfortunately. There are always trade offs. But we need to see some willingness to compromise from the administration, and a recognition of the hard work and legitimate demands of our members.

## **Send a Message**

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We recognize that this news will likely be frustrating for many of you and we would like to give you the opportunity, if you wish to do so, to voice these frustrations to the University. We believe it is important that the University understands that the concerns we raise at the table are *your* concerns. We have prepared the following form that allows you to provide statements indicating support for the priorities, obstacles, and values we have articulated in this email or any other thoughts you may have about bargaining. All statements will be anonymized when delivered to the University.

[Please click here to use the form.](#)

## **OGM & End of Term Social**

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If you are interested in hearing more about the bargaining process, I encourage you to come to our **Ordinary General Meeting, on December 9<sup>th</sup> from 2-4, on Zoom.**

<b>When:</b>	<b>Friday, December 9, 2022 2:00 PM – 4:00 PM</b>
<b>Zoom:</b>	<a href="https://uvic.zoom.us/j/93335879096">https://uvic.zoom.us/j/93335879096</a>

I'm hoping we will have made more progress by that point, and I will be making a full report on the status of bargaining at the OGM, and will also be taking questions.

Whether or not you're able to make the meeting, you are also cordially invited to our in person **end of term social**, on December 9<sup>th</sup>, following the meeting, from **4:30 to 6:30, in the Salal Room** of the University Club.

For catering purposes and to receive an Outlook Calendar invitation for the social event, please RSVP by Tuesday, December 6<sup>th</sup> to: [adminfa@uvic.ca](mailto:adminfa@uvic.ca) Also, to receive a calendar reminder for the OGM, email [adminfa@uvic.ca](mailto:adminfa@uvic.ca).

I'd like to thank the Negotiating Team -- Chris Eagle, Elisabeth Gugl, Justin Harrison, Christine O'Bonsawin, Caterina Valeo, Ben Johnson and Nathan Todd -- for their contributions to this email and for their incredibly hard and collaborative work under often stressful circumstances.

As always, I would be happy to hear from you on these important bargaining-related matters.

All the very best in getting through the next week and a half of term,

Lynne

Lynne Marks

President and Chief Negotiator, University of Victoria Faculty Association <http://www.uvicfa.ca/>

Professor, Department of History

<https://www.uvic.ca/humanities/history/people/faculty/profiles/markslynne.php>

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.