

From: [FAFA](#) on behalf of [FA President](#)
To: [Faculty Association](#)
Subject: [Fafa] Bargaining Update and two reminders
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Dear Members,

The Association's Negotiating Team would like to thank you for your continued patience and support during the current round of collective bargaining with the University. As mentioned in our [previous update](#), negotiations were paused during July and August while we waited for the conclusion of BCGEU's collective bargaining with the Province. The reason for this pause is that the outcome of BCGEU's negotiations determines the PSEC mandate and thus the limits that will be placed on our compensation packages.

Bargaining Update

The BCGEU has since come to an agreement with the Province, and the agreement was successfully ratified last week. As a result, we are pleased that we are finally able to discuss monetary matters (salaries, benefits, and Collective Agreement language with a direct cost associated with it) at the bargaining table. We now also know that our next agreement will have a three year term, from July 2022 to the end of June 2025.

Collective bargaining with the University resumed as of September 20th. Since resuming, our negotiating team has been bargaining with the University's negotiating team twice a week, and working on preparing for bargaining sessions most other days. Our team is working very hard to secure a strong agreement for all our members and we are pleased to say there has been some recent momentum at the table and that significant progress has been made related to administrative elements of the collective agreement. There has, however, been less progress on many more substantive issues.

Discussions around our proposals that address equity, diversity, inclusion, anti-racism, and the recognition and valuing of the work of Indigenous and BPOC faculty are ongoing, as are discussions related to our proposals addressing the need for stronger workload protection for all faculty, and we hope to see more progress made on these issues in the coming weeks.

While the University has begun to respond more substantively to our proposals and have tabled some proposals that our team has been pleased to see, we have not yet reached agreement on the major priorities identified in our bargaining mandate. Our team hopes that progress will continue and that we will see more movement from the University regarding these priorities as the University begins to address the monetary aspects of our

proposals.

We are disappointed, however, that the University has thus far not accepted a number of our significant bargaining proposals. The University has rejected our proposed language that would provide further protection for our members in the case of program discontinuance, as well as proposals related to improving collegial governance rights for librarians (to bring them into parity with faculty members). Despite the fact that increasing the number of childcare spaces on campus was identified as a high priority for many of our members, they have also rejected a proposal that would require the University to apply for the currently generous and accessible federal and provincial funding for childcare, to support the building of much needed infant and toddler spaces on campus. They have thus far rejected our proposal that would allow those faculty members and librarians who commit to a firm retirement date to not return from study leave, even though our members have identified this as a very popular (and low cost) retirement incentive. We also remain very concerned about the University's proposal to weaken the Faculty Association's involvement in any decisions about Financial Exigency. We will be receiving the University's proposal on salary very soon. We have not received positive signals about our proposals regarding CPI drop-offs, but we are aware that this is a very high priority for the majority of our members, and we will be doing everything we can to ensure movement on that front. There is funding within the mandate from the provincial government to eliminate CPI drop offs for the term of the agreement, and we will be working to achieve that and further change in this regard, as well as proposing robust across-the-board salary increases. We will also be pushing back on a number of the proposals that the University has thus far rejected, and try to come to some agreement on these and the many other matters still being negotiated.

I am aware that members are anxious to know when we might successfully conclude negotiations, as it is only when we have a ratified Collective Agreement that members will receive negotiated increases, as well as retroactive increases. While we all want negotiations to be concluded as soon as possible, we do not want to be pushed by the University to conclude negotiations prematurely – before we are able to achieve the best possible outcome for our members. Since the University was slow to respond to our proposals in our spring bargaining session, there are still many important issues that need to be resolved.

We have been told that the nature of UVic administrative processes means that in order for any salary increases to be applied before Christmas, we would have to complete negotiations by mid-November. While our negotiating team is working as hard as possible to achieve a strong Collective Agreement, this deadline is probably not realistic. If we are still bargaining in late November and December, negotiated pay increases will not be applied until the New Year.

We hope that the University soon retracts some of their more concerning proposals, provides clear and positive responses regarding our major proposals, such as those relating to CPI drop-offs and workload, and presents a fair salary offer. If this happens very soon, things may start to move quickly, and we may be able to present a tentative agreement for ratification in time for salary increases to be received before Christmas. We will do our best,

but at this point it is more likely that salary increases will not be in place until sometime (hopefully very early) in the New Year.

I realize that this is disappointing news, but I know that you all want the strongest agreement possible. We are doing all we can to achieve that. But we also need more positive movement from the University. Please let me know if you have any questions.

New Members' Social

I want to remind all Association members hired in the last three years that you and your departmental mentors are cordially invited to a New Members' Social, taking place this Friday from 4-6 p.m. at the University Club. It's our first major in person event since COVID! I'll be there to welcome you and tell you a bit about the FA, but the main point of the social is for you to meet with each other, chat, and enjoy a drink and some food provided by the Association. If you have time to RSVP, please email Penny Murray at adminfa@uvic.ca, but either way, we'd love to see you.

Mentorship Program

I'd like to remind our members who are assistant professors, assistant teaching professors, associate professors or associate teaching professors of our joint FA-Admin faculty mentorship program. Our faculty mentors are available to assist both with answering immediate questions about the process of achieving reappointment, continuing appointment, tenure and promotion and with assistance and support in the longer term planning of research and teaching trajectories needed to achieve these career milestones. Further information regarding the program and current faculty mentors can be found [here](#).

I'd like to thank Chris Eagle, Elisabeth Gugl, Justin Harrison, Christine O'Bonsawin, Caterina Valeo, Nathan Todd and Ben Johnson for their exceptional work on your Negotiating Team, and Nathan and Ben for their contribution to this email.

You'll be hearing from us soon when we have further substantive updates about bargaining. In the meantime, best wishes with all of your work as we move closer to our brief Reading Break.

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.