

January 12th, 2005

QUFACTS BARGAINING CONSULTATION

On December 17th, QUFA distributed a ***Bargaining Update*** to all members of the Faculty, Librarian, and Archivist bargaining unit. The update was followed by a survey on Workload, which to date has been completed by a large number of faculty members. Your experience and opinions are appreciated by the bargaining team, and help in the drafting of effective bargaining proposals. The responses to the Workload survey identified a need to gather additional information specific to teaching. A supplemental survey has been drafted and was distributed yesterday. Please take the time to complete these short surveys.

The December 17th ***Bargaining Update*** listed a number of priorities for bargaining. These issues emerged during the past three years from Members' concerns, grievances, JCAA issues, Council and Executive meetings, as well as the recent discussions of the Salary Advisory, Normative Issues, Retirement Issues Working Group, the Task Force on Discriminatory Practices and the following three caucuses: Junior Faculty, Adjuncts and Librarian/Archivist Caucuses.

Our Bargaining Priorities Are:

Compensation and Benefits

- scale adjustment
- significant improvements in benefits - a detailed benefits survey is forthcoming.
- reduce the gap in salaries between disciplines and
- deal with the arbitrary retention and market anomaly adjustments

Workload and Working Conditions

- concerns about excessive workload
- departmental workload standards
- marking and TA support

- differences between faculties
- constraint of pedagogical methods by available resource

Evaluation

- over-reliance on USAT,
- the need for provisions to properly evaluate teaching

Career Path Equity

- concerns about systemic discrimination and barriers in personnel processes and decisions – from appointment to renewal and tenure and promotion

Adjuncts

- reduce the number of categories of adjuncts
- attempt to improve rights and job security
- ensure fair treatment

At the bargaining table, we are also discussing spousal appointments and other limited term appointments, improving and clarifying the language in the personnel articles, the implications of ending mandatory retirement, intellectual property and research contracts, grievance and arbitration.

Our Salary Advisory Group reviewed academic salary models, career development (progress-through-the ranks) and merit schemes and explored possible changes to our compensation model. The survey, *What Do You Think About Merit Pay?* distributed last April provided some feedback and at the December 2004 Council of Representatives meeting, QUFA Councilors expressed strong interest in the bargaining team examining alternatives to the current merit scheme. A new merit pay survey will be posted in February and we'll keep you informed of developments around this issue.

Bargaining updates will be distributed via email. Look for more surveys on specific issues.

A general meeting is being scheduled in March. Contact us with your concerns, questions and suggestions.

A form has been created for Members to submit specific issues for bargaining. The form can be found on the QUFA website.

In addition, Members are encouraged to contact the QUFA Office, Marvin Baer (Chief Negotiator) or Constance Adamson (President) directly.

Get in touch; all conversations are confidential. We're pleased to hear from Members anytime, on any issue!