

BARGAINING ALERT!

QUFA and University Bargaining Teams Exchange Lists of Bargaining Priorities



At the second meeting of the bargaining teams on 6 December 2007, QUFA and the Administration bargaining teams

exchanged lists of bargaining priorities.

There is some overlap in priorities, but we do not yet know the nature, magnitude, or details of the University's proposals.

QUFA's Priorities

QUFA's bargaining priorities presented to the University were:

- Protecting the academic environment through:
 - increasing the proportion of tenure-track positions
 - seeking support and respect for Adjunct Members
 - revising the workload documents for greater commonality between

Departments and better translation of these documents into actual work assignments

- accommodating persons with a disability
- reinvigorating communication between faculty and the senior University Administration
- assuring the confidentiality of electronic communications
- Protecting Adjunct Members through:
 - rationalization of categories
 - harmonization of appointment and reappointment processes
 - harmonization of salary policy
- Addressing health and safety issues
- Addressing salary and benefits issues

The Administration's Priorities

The following issues are of particular interest to the Administration side:

- The Anomalies Fund (used at the Principal's discretion for individual salary adjustments for market and retention) and the restrictions on the Administration regarding these funds

- The renewal/tenure/promotion process and criteria, as well as the appointment process
- Rank for Adjunct Members
- Teaching Evaluations and continuing the work of the JCAA subcommittee dealing with this issue.
- Merit and the amount of work involved in its administration given "the common result." The Administration team noted that this may be an ongoing issue
- Graduate supervision
- Dropping the naming of specific Library departments in the Collective Agreement to give the Administration greater flexibility to reorganize departments. Also, changes to stipends for Library "department" Heads.
- In regard to employment equity provisions, the Administration wants to look at processes, particularly enhancing equity in the appointments process. The Administration team also noted that the University and the Association should decide how to proceed given the findings of the Norton report and the forthcoming employment equity report by consultant Helen Breslauer
- In response to being asked by the QUFA team if intellectual property was an issue of particular interest to the University in this round of bargaining, the Administration

team indicated that, "at this point," the University has no new issues regarding intellectual property

QUFA and the Administration bargaining teams met again on 8 and 11 January 2008 and discussed articles relating to discipline, grievance, privacy and surveillance, personal and workplace harassment, and harassment or intimidation by students, as well as the general principles relating to Adjunct policies and procedures.

The Administration team also indicated that intellectual property was a bargaining priority for its side.

The bargaining teams will continue to meet twice weekly.



QUFA encourages you to print out a copy of this Bargaining Alert and post it in a visible space in your department or unit. Thank you! Past issues of

Bargaining Alerts are archived on the QUFA Web site (www.qufa.ca).