

ANNUAL COMMITTEE REPORTS**Committee for Contract Faculty**

Co-Chairs: Kathleen Fraser and Marilyn Norman

Our *continuing* mission:

- To represent the interests of Contract Faculty at The University of Western Ontario and within the Faculty Association. Contract Faculty include Full-Time Members of UWOFA on Limited-Term Contracts, some of whom have Permanent status, and Part-Time Members on Limited-Duties Contracts.
- To promote solidarity and understanding among Contract Faculty and between Contract Faculty and the larger UWOFA community.
- To promote communication and consciousness-raising.
- To bring forward to the UWOFA Board and to Contract Faculty issues of concern to Contract Faculty.

During this year, the Committee's name changed from Contract Academic Staff Committee, a name suggested by CAUT practices, to Committee for Contract Faculty, a consequence of our sense that "Staff" means something else at UWO. We have met regularly since September. We represent several groups of Members; as a result, a significant task for the Committee is about developing respect for and interest in the concerns of others; after all, we all belong to the Union! The Committee has representation within and without University with Members on the Committee also involved in the following UWOFA areas: Benefits, Salary, Equity, *Faculty Times*. In addition, we will have two representatives at the CAUT Conference for Contract Academic Staff in Ottawa, May 2009. A number of articles by Committee Members have appeared in the *Faculty Times*.

This year, the Committee has been concerned and active about eligibility for long-service awards, teaching fellowships, equity issues, representation at faculty and departmental levels, contract renewals, and class sizes. In addition, pamphlets for new Members on Limited-Duties and Limited-Term appointments, analogous to the pamphlet created for new Probationary/Tenured Appointees, have been drafted and are almost ready for printing.

2008-09 has been an important year for this Committee not least because of the upcoming CA negotiations and the so-called budget crisis. Two activities dealing specifically with the negotiations are the Fair Employment Week event and the Part-Time Survey, Part 1. In October, to mark and celebrate Fair Employment Week, the Committee brought Vicky Smallman from CAUT in Ottawa to UWO to talk about gains in collective bargaining across the country. The session was followed by a reception at the Grad Club. We would like to hold smaller, more regular gatherings in the 2009-10 year, as a reflection that the issues are continual and possibly shouldn't be linked to a single week of the year.

The first part of a survey of Part-Time Members was recently completed with a very significant response rate. The data will be analyzed in preparation for Parts 2 and 3 and for the upcoming Collective Agreement negotiations. A survey of Full-Time Members of Limited-Term Appointments is in preparation. The results of these surveys will inform the Committee's input into the Contract Committee for the upcoming negotiations.

Next August or September, a call for Membership on various UWOFA Committees will be issued. We look forward to welcoming interested Members to our Committee!

Equity Committee

Chair: Bonnie MacLachlan

Members: Luiz Capretz, Vickie Croley, Randa Farah, Karl Hele, Denise Horocky, Liz Mantz, Marni Marring, Gaile McGregor, Wendy Pearson, Susan Rodger

The following constituencies were represented: full- and part-time faculty, limited duties- and contractual faculty, librarians and archivists, GLBTQ faculty, First Nations and Visible Minorities faculty.

Gaile McGregor responded on behalf of the committee to the article in the *Gazette* of October 2nd entitled "Putting Profs out to Pasture," which complained about the irrelevance and expense of keeping older faculty as active instructors.

The committee arranged for financial support to be given from UWOFA to Western's Queer Film Festival (October 23-25).

The major event organized by the committee was the Workshop on *Ageism*, held January 21st. Its purpose was to raise awareness about ageism as a human rights issue. Speakers on the panel included: Gaile McGregor ("The Legal Context of Age Discrimination"), Julie McMullin ("The Signs and Impact of Age Discrimination in Employment"), Michael Lynk ("The Intersection of Age and Disability"), Donna Moore ("How Ageism Affects Older Students") and Myeengun Henry ("The Seven Ages, and the Wisdom of Elders"). A summary of the workshop was put on the UWOFA website, and reflections drawn from the workshop were published in *Faculty Times*.

Susan Rodger represented the committee at the Status of Women Committee Meeting of OCUFA, January 24-25. The topic of the conference was the *corporate culture of universities* and its effects felt by women.

Gaile McGregor, Susan O'Neill and Bonnie MacLachlan represented UWOFA at the (first) CAUT Equity Forum held in Toronto, February 6-8. A report was posted on the UWOFA website.

Among the issues the committee would like to address in the future is that of the recruitment and retention of aboriginal faculty.

Faculty Dependents' Scholarship Program Committee

Chair: Vaughan Radcliffe

Members: Angie Mandich, Clive Seligman, John Wilson

The Faculty Dependents' Scholarship Program (FDSP) Committee provides oversight to the FDSP program and where needed reviews cases for program eligibility. Last year the committee proposed that the scholarship program be enhanced to cover studies at accredited community colleges, the scholarship amount to be at half the university rate. The Committee has monitored the use of this new provision and will review this policy and the scholarship award amounts over the summer, after we receive financial reports from UWO.

The central development for the program over the past year has been more favourable tax treatment for FDSP awards due to the success of recent court challenges to the CRA's taxation of FDSP and similar awards in the hands of the employee. Now that FDSP is taxed in the hands of the dependent student recipient, usually at significantly lower tax rates, the value of the scholarship has in effect substantially increased.

Grievance Committee

Chair: Tess Hooks

Case Officers: Eric Buckolz, Cary Daniel, Paul Hanford, Stephen Lupker, Rick Semmens, Terry Sicular, Bryce Traister, Graham Wagner

Ex Officio (non-voting): Mike Carroll, Regna Darnell, Mike Dawes

Professional Officer: Don Heslinga

In the period from April 1, 2008 to March 31, 2009, the Professional Officer has received 491 calls from Members making inquiries about provisions in our Collective Agreement and about how those provisions impact on their own employment situations. Many of these inquiries involve multiple conversations, meetings with the Member, and conversations with various other people in our attempts to get information and resolve disputes. The largest number of inquiries received by UWOFA pertained to questions related to Compensation and Benefits (112). This is consistently an area of concern for UWOFA's Members. There were also a number of inquiries pertaining to Appointments. While other concerns raised ranged from Promotion and Tenure to Retirement and Resignation to Workload. There has been a 16 percent increase in the number of inquiries received by UWOFA over this year.

Many of the calls made to UWOFA raise questions about a possible violation of Collective Agreement provisions. Most of the complaints that emerge out of these inquiries are resolved informally. However, 71 complaints were passed on to the Grievance Committee and were processed further. These 71 cases represent only cases that began in the period from April 1, 2008 to March 31, 2009. Thus these data do not include any cases that would have been carried over from the previous year. Seventy-one cases represents a slight increase over the 68 cases that were dealt with in the previous year. Though it is difficult to assess trends at this point, it could be that the number of cases per year is levelling off.

During the last year the Grievance Committee has dealt with 58 individual grievances, 12 policy grievances, and 1 group grievance. In the table below you can see the distribution of the grievances as a function of the Article in the Collective Agreement we believed to have been breached. Issues related to Appointments and Promotion and Tenure, Discrimination and Harassment, Discipline and Workload continue to dominate the work of the Committee.

Complaints by the Collective Agreement Articles	71
Academic Fraud and Misconduct	3
Academic Responsibilities	4
Annual Performance Evaluation	4
Annual Report and Review (L/A)	2
Appointments	13
Compensation & Benefits	2
Copyright	1
Department Chairs and Directors	4
Discipline	4
Discrimination and Harassment	7
Education Assistance (L/A)	1
Income Security (L/A)	3
Management Responsibilities	3
Official File	1
Promotion and Tenure	9
Sabbatical	2
Vacation	1
Workload (5 L/A)	7

The next table depicts demographic information regarding the type of Grievance and the distribution by Faculty. The majority of Grievances involved Full-Time Members. Seventeen percent of the Grievances were disputes between UWOFA and the Employer about how the Collective Agreement was being misinterpreted or improperly implemented (Policy Grievances). The Grievance cases are distributed across several Faculties. The complexity of each case varies considerably.

Complaints to the Grievance Committee			71
Individual			58
	Full-Time	48	
	Part-Time	10	
Group			1
Policy			12
Complaints and Grievances by Faculty and Librarians & Archivists			71
<i>Individual Grievances</i>			58
Arts		9	
Education		1	
Engineering		2	
FIMS		1	
Health Science		5	
Ivey		7	
Law		3	
Libraries		5	
Music		1	
Schulich		6	
Science		5	
Social Science		13	
<i>Group Grievances</i>			1
Librarians and Archivists		1	
<i>Policy Grievances</i>			12
Librarians and Archivists		4	
Ivey		4	
Social Science		4	

The Grievance and Arbitration article of our Collective Agreement obliges UWOFA and our Members to attempt to resolve disputes at an informal level before filing a grievance. And many of UWOFA's cases are settled at this stage. Once a grievance is launched there are normally three steps in the grievance process. And a dispute can be resolved at any of these three stages. It is not uncommon for the Association and the Employer to negotiate Minutes of Settlement in an effort to resolve a dispute during the grievance process. There are also exceptions to this three step grievance process. For example, Policy Grievances and denial of Promotion and Tenure grievances are initiated at Step 2. Unfortunately, not all grievances are settled at the informal resolution stage or through Minutes of Settlement. There were 15 arbitration hearing dates during the year reviewed. The following table indicates the outcomes of grievances that were actually filed.

Grievance Committee Final Results **40**

Outcomes and Status for Actions Taken

<i>Individual Grievance at Informal Stage</i>		5
Dropped	1	
Resolved (1 Lib/Arch)	4	
<i>Individual Grievances Filed</i>		17
Step 1 Settlements	2	
Step 2 Settlements	3	
Step 2 Outstanding	2	
Step 3 Settlements	1	
Step 3 Outstanding	1	
Arbitration Settlements	1	
Arbitration Awards	1	
Arbitrations Outstanding	6	
<i>Group Grievance at Informal Stage</i>		1
Outstanding	1	
<i>Policy Grievances at Informal Stage</i>		8
Dropped (2 Lib/Arch)	4	
Now attached to an individual grievance	1	
Resolved	1	
Letter to Dean	1	
Memorandum of Understanding	1	
<i>Policy Grievances Filed</i>		9
Step 2 Resolved	1	
Step 2 Settlements	1	
Step 2 Withdrawn (1 Lib/Arch)	2	
Step 2 Outstanding	1	
Step 3 Settlements	1	
Step 3 Withdrawn	1	
Arbitration Settlements	1	
Arbitration Withdrawn	1	

The primary role of a union is to serve its members and protect their rights. It would be impossible to do this without the commitment of a number of people who I would like to acknowledge. First among those to thank is Don Heslinga, our Professional Officer. He is usually the first person many of our Members contact to answer questions and deal with their concerns. Second, I would like to thank the volunteers who serve on the Grievance Committee. It is because of the very hard work of these volunteer case officers and our professional officer that we are able to bring so many cases to a successful conclusion.

Librarians and Archivists Committee

Chair: Kristin Hoffmann

Members: Bruce Fyfe, Bill Guthrie, Denise Horoky, Elizabeth Marshall (on leave), Melanie Mills

The goals of the Committee are:

- to communicate with UWOFA-LA Members about matters important to the Bargaining Unit,
- to coordinate communications between UWOFA-LA Members and UWOFA's officers and Board, and
- to provide a forum for UWOFA-LA stewards to keep in touch with one another.

To that end, the Committee has published information bulletins and informed Members of important dates in the Librarians and Archivists Collective Agreement (CA). Notably, a "Promotion and Continuing Appointment Guide to Timelines" was prepared to summarize key aspects of these processes. Committee members have made an effort to meet with new Members to ensure that they understand their rights under the CA and know who their local Steward is. We have also prepared an information package for new Members.

In our capacity as Stewards, Committee members field questions from Members related to the CA, and we regularly review articles of the CA to ensure our own familiarity with and understanding of its provisions. The Committee has also served as a liaison with the Contract Committee, bringing forward issues that have been raised with Stewards for consideration in negotiations. Finally, the Committee has responded to requests from UWOFA for opinions or input on matters that affect our Bargaining Unit.

Pensions and Benefits Committee

Chair: Lynne McKechnie

Members: Mike Dawes, Peggy Ellis, Nicole Nolan, Vicki Olds and Christy Sich

The primary focus of the Pensions and Benefits Committee in the past year has been to prepare for the negotiation of the Librarians and Archivists new collective agreement. To that end we carefully reviewed the current contract, compared the benefits and pensions contract provisions to those of comparable groups on campus (UWOSA, PMA, UWOFA) and gathered information about pensions and benefits from comparable selected Ontario and Canadian universities. From this we derived a set of bargaining goals for the next negotiations which have now been approved by both the UWOFA Board and the Members of the bargaining unit.

Policy and Governance Committee

Chair: Regna Darnell

Members: Mike Carroll, Albert Katz, Gaile McGregor, Tom Murphy, Vicki Olds, Clive Seligman

A verbal report will be provided at the meeting.

Salary Committee Report

Chair: Jim Davies

Members: Greta Bauer, Ann Bigelow, Mike Carroll, Regna Darnell, Mike Dawes, Kathleen Fraser, Vince Gray, Grant Huscroft, Albert Katz, Marilyn Norman, Terry Sicular

A verbal report will be provided at the meeting.

Strike Committee – Librarians and Archivists

Chair: Marisa Mitchell

Members: Courtney Waugh, Denise Horoky, Walter Zimmerman, John Lutman, John Fracasso and Mike Dawes.

We have had 2 meetings where we are starting to get a plan in place in case of a strike or lock-out. Since UWOFA-LA is a small bargaining unit with approximately 55 members, the Strike Action Committee and the Finance Committee will be amalgamated with membership approved by the UWOFA Executive. A strike bulletin answering some common questions will be sent to the Members in April 2009. Thank you to the faculty members on the UWOFA Strike Committee that have come forward and have offered support and guidance.