

**ANNUAL COMMITTEE REPORTS****UWOFA Internal Committees****Committee for Contract Faculty**

Co-Chairs: Patrick Kennedy and Tom Murphy

The Committee for Contract Faculty met almost bi-weekly in the fall and in the new year. Our agenda was focused almost entirely on establishing goals for contract faculty to pass on to the Contract Committee. We completed this task by the middle of February.

We also organized two social/information events in mid November (Monday, November 16 and Thursday, November 19, 2009) for Fair Employment Week. Both were very successful and enabled us to broaden our contact with contract academic staff. Co-Chair Tom Murphy presented a brief talk on Pension Plan Participation, Professional Expense Reimbursement, and Maternity Leave procedure followed by a Q&A session.

We would like to give special thanks to the following people who served on the committee: Vicki Olds, Peter Krats, and Gaile McGregor.

**Equity Committee****Chair: Rebecca Coulter**

Members: Henri Boyi, Luiz Capretz, Vickie Croley, Randa Farah, Chris Guglielmo, Marni Harrington, Denise Horocky, Erica Lawson, Gaile MacGregor, Susan O'Neill, Chantelle Richmond, Sara Seck.

Rebecca Coulter and Marni Harrington represented UWOFA on the Employment Equity Committee (EEC) established under the terms of the UWOFA and UWOFA-LA collective agreements and Rebecca Coulter was the UWOFA representative on the President's Standing Committee on Employment Equity (PSCEE). This year both committees met regularly each month with few exceptions.

In the fall term, the UWOFA Equity Committee reviewed and wrote a response to the Employment Systems Review Report released by the University administration. It was noted that there was little surprise in the report, but that there were areas where action could and should be taken. The UWOFA response went to the EEC and to PSCEE.

The Equity Committee also reviewed and discussed reports from The Gender-Based Salary Anomaly Committee and from the Vice-Provost, Alan Weedon, on the hiring and retention of female faculty.

In the winter term the Equity Committee organized the March workshop, *Equity, Excellence and Evaluation: Thinking Differently About Difference*. It was jointly funded by UWOFA and the Office of the Provost. Dr. Dawn Martin-Hill, an anthropologist and Director of Indigenous Studies at McMaster, gave the opening address and break-out sessions provided an opportunity for discussion about the challenges of the academic culture at Western. These sessions highlighted the need for places where colleagues across the disciplines can talk together about topics such as the fairness of accountability measures such as teaching evaluations, the recognition of different understandings of and approaches to research, the impact of wider social contexts on work in the university setting, the perceived lack of openness and fairness in the application of university policies and procedures and other related issues.

This year the Equity Committee also has worked on completing its terms of reference which will be submitted for final approval to the Board this spring.

**Faculty Dependents' Scholarship Plan Committee**

Chair: Vaughan Radcliffe

Members: Angie Mandich, Clive Seligman, John Wilson

The Faculty Dependents' Scholarship Plan (FDSP) Committee provides oversight to the FDSP and where needed reviews cases for program eligibility, liaising with university staff who administer the plan. The Committee appreciates the continued diligence of members of the Registrar's Office in this regard. In the past year the UWOFA Board has been asked for and has provided guidance on certain program policies in relation to financial management. In general the Board has encouraged continuance of a conservative

approach. It is our intent that any increases in scholarship levels be sustainable such that scholarship recipients are able to count on the value of the award throughout the period in which they meet conditions of eligibility.

Extension of the deadline for receipt of awards to **June 30** has markedly lowered appeals and other inquiries. One source of appeals concerns failure of a student to maintain the required GPA. In such cases confidentiality rules prevent staff from disclosing academic results. After reviewing other elements of plan eligibility colleagues wondering about a failure to receive an award may wish to make close inquiries with their dependent student as to recent academic progress.

Colleagues are reminded that FDSP Scholarships can be applied for as soon as the forms are available at the start of the fall term, using last year's academic grades (university or high school) as support. Many wait until the end of the academic year, when they could have made good use of funds when available.

Importantly for scholarship recipients and their families there is now more favorable tax treatment for FDSP awards due to the success of 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.

In other matters, the committee continues to monitor the effects of recent policy decisions to expand the program to cover studies at accredited community colleges; it is our intention to maintain this expansion of eligibility.

#### **Grievance Committee**

Chair: Tess Hooks

Case Officers: Eric Buckolz, Cary Daniel, Paul Hanford, Stephen Lupker, Don Morrow, Rick Semmens, Marisa Surmacz, Sam Trosow, Liana Zanette

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

Professional Officer: Cindy Cossar-Jones and Don Heslinga

In the period from April 1, 2009 to March 31, 2010, the Professionals Officer have received 444 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 inquires received by UWOFA pertained to questions related to Compensation and Benefits (80). 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 10% percent decrease 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, 45 complaints were passed on to the Grievance Committee and were processed further. These 45 cases represent only cases that began in the period from April 1, 2009 to March 22, 2010. Thus these data do not include any cases that would have been carried over from the previous year. Forty-five cases represents a decrease over the 71 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 improving.

During the last year the Grievance Committee has dealt with 33 new individual grievances and 12 new policy grievances. 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 45**

Academic Fraud and Misconduct	1
Alternative Workload	1
Annual Performance Evaluation	7
Appointments	9
Appointments (Lib./Arch.)	3
Association Dues	1
Association Rights	1
Compensation & Benefits	2
Department Chairs and Directors	1
Discipline	6
Discrimination and Harassment	3
Education Leave	1
Emergency Suspension	2
Official File (Lib./Arch.)	1
Privacy	1
Promotion and Tenure	4
Vacation	1

The next table depicts demographic information regarding the type of Grievance and the distribution by Faculty. The majority of Grievances involved Full-Time Members. Twenty-seven 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 45**

Individual	33
Full-Time	26
Part-Time	7
Group	0
Policy	12

**Complaints and Grievances by Faculty and Librarians & Archivists 45**

<b>Individual Grievances</b>	33
Arts	4
Engineering	6
FIMS	1
Health Science	2
Ivey	3
Law	2
Libraries	2
Schulich	2
Science	5
Social Science	6
<b>Group Grievances</b>	0
Librarians and Archivists	
<b>Policy Grievances</b>	12
All Faculties	1
Arts and Humanities	1
Faculty Association	1
Librarians and Archivists	4
Schulich	1
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**

#### **Outcomes and Status for Actions Taken**

##### ***Individual Grievance***

<b><i>Informal Stage</i></b>		5
Dropped (Lib./Arch.)	1	
Resolved (1 Lib./Arch.)	4	

##### ***Individual Grievances***

Step 1 Settlements	2
Step 1 Outstanding	5
Step 2 Settlements	2
Step 2 Outstanding	1
Step 3 Settlements	1
Step 3 Outstanding	2
Arbitration Settlements	3
Arbitration Awards	1
Arbitrations Outstanding	2

##### ***Group Grievance***

Step 2 Settlements (Lib./Arch.)	1
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##### ***Policy Grievances***

Step 2 Settlements	1
Step 2 Outstanding (Lib./Arch.)	2
Arbitration Settlements	1
Arbitration Outstanding	2

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 Cindy Cossar-Jones and Don Heslinga, our Professional Officers. They are usually the first people 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: Melanie Mills

Members: Bruce Fyfe, Bill Guthrie, Kristin Hoffmann and Denise Horoky

The *continuing* 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.

With the important work of contract negotiations as a primary focus in 2009-2010, the Committee concentrated its efforts on facilitating open and ongoing communication this year, both across the Membership and between UWOFA-LA and the Board. In our capacity as stewards, we encouraged Members to ask questions and seek clarification on matters of importance in the Librarians and Archivists Collective Agreement (CA), soliciting feedback from Members both at the unit level and at General Meetings. We continue to regularly review articles in the CA to ensure our own familiarity with and understanding of its provisions. This year, we also reviewed the UWOFA Constitution and By-Laws.

### **Pensions and Benefits Committee**

Chair: Dan Belliveau

Members: Ann Bigelow, Steven Laviolette, Vicki Olds, Christy Sich, Anne Skoczylas

The committee has been working since the fall preparing positions for the upcoming negotiations for the next faculty collective agreement. Numerous issues have been considered including the health care spending account, post-retirement benefits and pensions. A Benefits survey was recently completed by full-time faculty members providing valuable information for the committee. A similar survey to part-time faculty members is currently being administered. The surveys, along with collected information about the benefits and pension plans of several Ontario universities has formed the basis for goal development which will be presented to the UWOFA Board of Directors in the near future.

### **Policy and Governance Committee**

Chair: James Compton

Members: Mike Carroll, Bernd Frohmann, Bruce Fyfe, Gaile McGregor, Tom Murphy, Vicki Olds

A verbal report will be provided at the meeting.

### **Salary Committee Report**

Chair: Jim Davies

Members: Ann Bigelow, Mike Carroll, Regna Darnell, Mike Dawes, Kathleen Fraser, Vince Gray, Albert Katz, Marilyn Norman, Graham Smith

The Salary Committee has met almost every week since September 2009. It developed the Full-Time Salary Survey administered in November 2009, and has since been active in preparing goals for Faculty negotiations on the Annual Performance Evaluation article and the salary portion of the Compensation & Benefits article of the collective agreement. It has also done research on salary comparisons with other institutions using Statistics Canada data and on UWO salary patterns using the internal data provided annually to UWOFA by the Employer. We have worked to develop specific salary proposals for the upcoming faculty negotiations. Members provided support for the negotiations of the Librarians and Archivists bargaining unit in the fall. The committee also drafted the Association's first bargaining bulletin for the faculty negotiations and liaised with the Pension & Benefits committee regarding overlapping areas of concern.

### **UWOFA Appointees to UWO Committees:**

#### **Childcare Advisory Committee**

UWOFA Appointee: Dan Belliveau

The YMCA childcare organization commenced operation in 2006, coincident with the 2006-2010 collective agreement. This offered the opportunity for full-time faculty members to have guaranteed priority spaces for childcare. That number is 50 spaces of the 200 spaces available in the organization. Part of the collective agreement (clause 1.3, 1.4) requires that the employer provide semi-annual reports indicating how many children of Members are on the waiting list or otherwise not able to be cared for by the time requested by the Member. This information has been reviewed in joint meetings with the employer. Members utilize >95% of the 50-space priority spacing available to them at any given time. There are some instances where spaces cannot be made available within the Member's time frame.

The new collective agreement of the Librarians and Archivists has seen their Members join with faculty for the 50 priority spaces. This decision was based on the fact that these spaces have not historically been oversubscribed.

**Employee Assistance Plan Committee**

UWOFA Appointee: Clive Seligman

The EAP is an administrative function, and our meetings consisted mostly of hearing reports from the director of EAP regarding services provided, number of people availing themselves of such services, and efforts to increase the university community's awareness and participation in these EAP programs.

**Joint Occupational Health and Safety Committee**

UWOFA Appointees: John Ciriello and Jeff Wood

A verbal report will be provided at the meeting.

**Parking Advisory Committee**

UWOFA Appointee: Vince Morris

This committee did not meet

**Parking Appeals Committee**

UWOFA Appointee: Mike Carroll

A verbal report will be provided at the meeting.

**President's Advisory Committee on the Safety of Women on Campus**

UWOFA Appointee: Randi Fisher

There were no meetings called during the past year. If UWOFA members have a concern about the safety of women on campus, please send an email with "safety of women" in the subject line to Randi Fisher ([rfisher@uwo.ca](mailto:rfisher@uwo.ca)) and she will pass the concern on to the Committee for discussion.

**President's Standing Committee on Employment Equity**

UWOFA Appointee: Rebecca Coulter

Report provided under UWOFA Equity Committee Report.

**Western Award of Excellence – Selection Committee**

UWOFA Appointee: John Ciriello

A verbal report will be provided at the meeting.