

UWOFA

Bargaining Bulletin

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Significant changes in Part-Time appointments Updated to include the standing appointments calculator

The Association had several goals regarding Part-Time appointments going into the last round of negotiations, including improving job security, introducing continuing appointments, improving the process for accumulating seniority rights, and providing continuity of membership. We made progress on all of the above, and achieved important limits on teaching assigned to graduate students. Of course, a negotiation involves more than one party, and some back-and-forth is inevitable. One of the Employer's conditions for the changes we wanted was a complete restructuring of the system of Part-Time appointments. After lengthy and repeated discussion and modification of objectives and proposals, beginning well before the official start of negotiations and ending between the midnight hour and the 7:00 a.m. strike deadline, we were able to arrive at a reorganization which materially advanced the goals above.

Part-Time Membership in the Bargaining Unit

In previous contracts this has been determined by meeting a minimum threshold of teaching at least 1.0 full-course equivalents (FCE) in a fiscal year (May 1 to April 30). This provided the status of Member for that fiscal year. Two severe problems with this system were: (i) retroactivity - in many cases, Membership was achieved part way through the year, when the threshold was met, i.e. when a second half-course for that year began; and (ii) The Employer took the position that Membership ended with the fiscal year, even if the Member had a contract for a half-course in the summer. In both cases, the protections and rights provided by the Collective Agreement did not apply at some crucial moments, such as application and selection for further Limited-Duties appointments. Changes in the new Collective Agreement address these problems, and in addition enhance the ability of Members to have gaps in employment without losing status.

Preferred Status/Membership

Henceforth, Membership in the Bargaining Unit will be determined based on work in previous fiscal years. Those who have taught at least one half-course in at least two out of the previous three fiscal years will have Preferred Status (conferring Collective Agreement protection and rights for appointments) for the current fiscal year, and will be Members (conferring all applicable provisions of the Collective Agreement) in those terms in which they have an appointment. The two teaching appointments do not have to be for the same course, or even in the same unit. For example, it will be possible to maintain Preferred Status/Membership by teaching a different half-course every other year. Preferred Status/Membership is not a guarantee of employment, but does provide preference over non-Members where qualifications are equal, and the minimum pay will be that of the former category of First Refusal Rights, increased annually as specified in the new Collective Agreement.

Standing Appointments

Long-service members will have access to Standing Appointments, a new category replacing Renewable Multi-Year Appointments. These will be ongoing non-probationary Part-Time Appointments in a unit to teach a defined number of courses, drawn from a roster or "basket" of courses that the Member is qualified to teach. One might think of this basket as analogous to a musician's repertoire, from which some selection of pieces is made for any given performance. The roster of courses is determined by the Appointments Committee, based on the Member's teaching experience, and is not necessarily limited to exactly those courses that the Member has taught. Standing Appointments do not have a termination date, and since they are not limited to a specific course, they enhance the holders' employment possibilities.

Eligibility and recommendation for Standing Appointment

Members become eligible for consideration for Standing Appointment in a unit by teaching at least a half-course in that unit in at least seven of the previous 10 fiscal years (not necessarily the same course for each of the 7 appointments). Members may achieve eligibility for Standing Appointments for more than one half-course by a higher intensity of teaching, using the same calculation: each sequence of half-courses spanning at least seven of the previous 10 years will add a half-course to the Standing Appointment. The awarding of a Standing Appointment to an eligible Member will be based on sustaining a sufficiently strong record of performance in teaching. This evaluation will be made by the unit's Appointments Committee, using criteria developed by the Appointments Committee, ratified by the Members in the unit, approved by the Employer by September 1, 2011, and posted in the unit.

Click [here](#) to access the Standing Appointments Calculator

Transition to Standing Appointments

The criteria referred to above have not yet been developed by units. In the interim, those who have Renewable Multi-Year Appointments or have reached the "7 in 10" threshold as of May 1, 2011, will receive probationary Standing Appointments until April 30, 2014. By March 15, 2014, such Members will be evaluated using the posted criteria, and will either receive Standing Appointments effective May 1, 2014, or revert to Preferred Status/Membership. Pay rates for both Probationary Standing Appointments and Standing Appointments will be based on the former Renewable Multi-Year rates, augmented by the annual increases agreed to in the new Collective Agreement. Probationary Standing Appointments will not be renewed, but reversion to Preferred Status/Membership does not preclude subsequent achievement of Standing Appointment.

Conversion to Limited-Term

As part of the agreement, we obtained 10 Limited-Term positions for long-serving Part-Time Members, across the Bargaining Unit. These conversion appointments are not tied to any faculty or other unit. To implement this, all Part-Time Members across the Bargaining Unit with at least 2.0 FCE in 6 of the previous 8 years, and who are not retired from a full-time position, were ranked by length and intensity of service to produce a list. The appointments are subject to approval by local Appointments Committees; the names on the list are being proposed to the relevant Committees in order until all the 10 positions are filled. Those who are approved by the Committees are not required to take the appointment and may continue in the status they have as of May 1, 2011. Those appointments that are approved and accepted will be effective July 1, 2011. The reason for taking the list approach described above is that last time we had conversions (4 years ago), with strict minimum criteria for eligibility, about 40 people were eligible and only 2 positions were filled. This time we intend to fill all 10 positions we bargained for - a far better outcome than filling just 2.

Caps on teaching assigned to graduate students and post-doctoral scholars

We obtained both campus-wide and unit-specific caps on the number of courses that may be assigned to graduate students and post-doctoral scholars without competition: 8% and 10% (respectively) of the number of courses that were available for Part-Time appointments (campus-wide and in the unit respectively) in the previous year. Such assignments will take place after assignments have been made to Full-Time and Standing Appointments. The parties discussed the possibility of waivers of these limits in certain units that have long-established patterns of assigning teaching to graduate students.

Graduate students and post-docs who are assigned courses will not achieve Preferred Status or Membership on the basis of those assignments. Graduate students and post-docs may also compete for courses that are advertised, as before. Courses that are awarded to them by such competitions can be counted towards Preferred Status/Membership, but not towards eligibility for Standing Appointments.