

Your UWOFA Bargaining Bulletin
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UWOFA

December 14, 2006

Conciliation Begins

On December 13, following 50 bargaining sessions since May, the Association and Administration negotiating teams for the faculty Collective Agreement began the Conciliation process. The role of the Conciliation Officer, who is appointed by the Ministry of Labour, is to facilitate discussion of unresolved differences between the parties, but he has no authority to impose a settlement.

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Both sides have agreed to spend five days in Conciliator-mediated discussions between December 13 and 21, with the option of a sixth day on December 22 if the two sides agree that it would be productive.

What Issues Will Be Discussed in Conciliation?

Here is an overview of some of the key issues that remained unresolved on the eve of Conciliation:

- **Compensation**—the two sides remain far apart on salaries for both full-time and part-time faculty;
- **Benefits**—the Administration remains committed to a co-payment plan and Personal Wellness Accounts, while the Association is only willing to consider such a system if it does not reduce benefits or increase costs for members, and if the employer agrees to pay for some benefits for part-time members;
- **Appointments**—the Administration is unwilling to remove or even increase the cap on the number of courses that can be taught by part-time members, and it rejects UWOFA proposals to improve job security for long-serving part-time faculty;
- **Retirement**—UWOFA rejects the Administration's proposals that retirement allowances under phased retirement be at the discretion of Deans and that extended health benefits for members who continue working past 65 be discontinued;
- **Annual Performance Evaluation**—the Administration continues to insist that all faculty members set annual “objectives” as part of the APE process;
- **Workload and Renewal**—the Administration does not acknowledge any systemic problems with workload and summarily refuses to make any commitment to hiring, renewal, or student/faculty ratios to address these problems.

UWOFA hopes that agreement on these and other outstanding issues on terms acceptable to the membership can be reached during Conciliation. The UWOFA negotiating team has made an extraordinary commitment of time and effort to this process at a time when team members, like all faculty, are busy with exams, marking, and preparations for next semester.

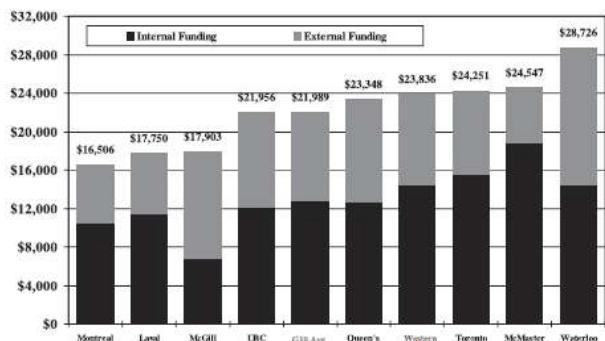
Please watch for an email update late next week on the results of Conciliation.

One of these items appeared in Western News on November 23, 2006. One did not.
Which one did not appear?

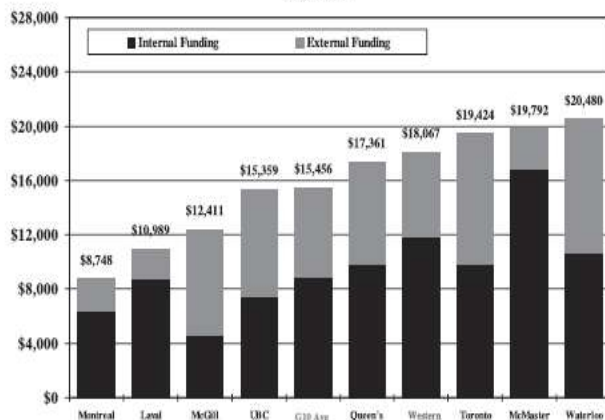
How Western measures up

A regular feature on key Western performance and activity measures

Average Financial Support per Doctoral Recipient in All Programs (Excluding Basic Medical Science Programs) 2004-05



Average Financial Support per Masters Recipient in All Programs (Excluding Basic Medical Science Programs) 2004-05



What is measured in the graphs?

Average financial support per doctoral student - Each G10 institution (except Alberta) submitted a record-level file of all student support provided to its 2004-05 masters and doctoral students. The exchange has noted certain problems of data comparability in the basic medical sciences, and have thus excluded them from the analysis for 2004-05, pending resolution of the problems.

Why is it measured?

The Strategic Plan refers to the maintenance of competitive financial support for graduate students.

What does it mean?

To significantly increase doctoral enrolment, Western must offer a competitive package of financial support to prospective students. The data indicate that Western's support from internal and external sources is highly competitive among the leading research universities.

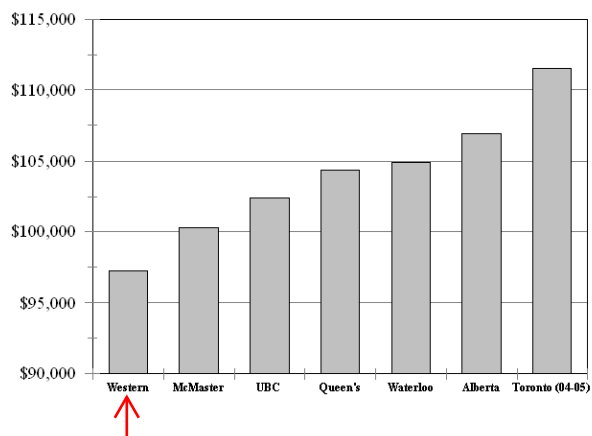
Data for McMaster University, while correct in total, are not comparable to other G10 universities in terms of the internal/external split. Certain external funds are categorized as being internal.

Source: G10 Data Exchange as reported in Western's 2006 Performance and Activity Indicators annual report

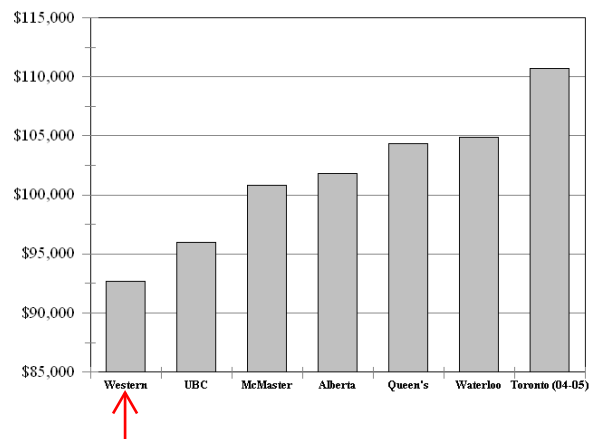
How Western doesn't measure up

An irregular feature on key Western performance and activity measures

Average Salary per FT Faculty Member All ranks (Excl. Med/Dent), 2005-06



Median Salary per FT Faculty Member All ranks (Excl. Med/Dent), 2005-06



What is measured in the graphs?

Average and median salaries for full time faculty - Each G10 institution (except those in Quebec) submitted a record-level file of salaries provided to its full time faculty members. Not all G-10 universities have Medical/Dental faculty members, so Statistics Canada provides reports which exclude all such faculty. The data for Toronto are from 2004-05, pending release of 2005-06 information.

Why is it measured?

The Strategic Plan says "Levels of compensation must be competitive across the faculty ranks".

What does it mean?

To attract and retain the faculty necessary to provide the best student experience, Western must offer a competitive salary as well as benefits. The data indicate that Western's faculty salaries are not competitive among the leading research universities.

Data for University of Toronto, while correct for its year, are not directly comparable to those from other G 10 universities in terms of what was paid in 2005-06. Data from Toronto are for a year earlier.

Sources: Statistics Canada, Catalogue No. 81-595-MIE—No.048 (2004-05 data) and 81-595-MIE—No.046 (2005-06 data)