



## UWOFA Meeting of Faculty Bargaining Unit Members

Friday, April 1, 2022  
1:30 to 3:30 pm  
Teleconference

### AGENDA

To connect to the meeting:

Dial: **1-647-558-0588**

Meeting ID: **942 5976 2344**

Press pound (#) when prompted for the participant ID

**OR** connect using the following link: <https://westernuniversity.zoom.us/j/94259762344>

Passcode: **965290**

Call to order and land acknowledgement statement.

1. Approval of the Agenda
2. Update on Negotiation Process: *J. Tennant*
3. Presentation of Negotiation Goals: *J. Tennant and J. Weststar*

**EXHIBIT I**

Motion: That the following motion be decided by an electronic vote of the members of the Faculty bargaining unit:

That the negotiation goals presented in Exhibit I are approved.

4. New Business
5. Adjournment

**University of Western Ontario Faculty Association-Faculty Bargaining Unit (UWOFA-F)**

**Bargaining Goals**

**March, 23 2022**

**Bargaining Mandate Themes**

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## Theme A: Support, Recognize and Reward Faculty Effort

### All Members

1. To provide greater incentives for and recognition of performance at all career stages.
2. To compensate faculty work in graduate and undergraduate student recruitment in the Department of Music Performance Studies.
3. To achieve efficiencies in Annual Performance Evaluation (APE).
4. To ensure that APE serves its purpose under the *Annual Performance Evaluation* Article (recognizes achievements, identifies areas for development, provides for formative support and mentoring, provides a basis for salary increments linked to performance for Full-Time Members).
5. To remove the cap in APE on the number of Members who can be assigned category (a) (exceptional) or category (b) (very good).
6. To clarify the role of the Dean in the APE process in Faculties without Departments or Schools.
7. To ensure the provision of T2200 forms to allow Members to claim expenses for working from home on their tax returns.

### Full-Time Members

8. To improve salaries for Full-Time Members.
9. To redress salary anomalies, including those due to inequities, for Full-Time Members through a career trajectory fund.
10. To clarify terms of eligibility for Sabbatical for Members on Limited-Term appointments.
11. To increase Sabbatical pay.
12. To allow members who receive early Tenure to be eligible for a twelve-month sabbatical.
13. To improve access to Education Leave.
14. To provide a fund for bridge funding or re-start funding for research.
15. To allow Members retiring from Limited-Term appointments at the rank of Lecturer or Assistant Professor to be granted Emeritus status.

### Part-Time Members

16. To provide fair and equitable compensation for Part-Time Members including payment for Service.
17. To increase the amount and accessibility of Professional Expense Reimbursement (PER) accumulation for Part-Time Members.
18. To allow retiring Part-Time Members to be granted Emeritus status.

## Theme B: Support Faculty Health and Wellbeing

### All Members

1. To increase mandatory Member contributions to the defined contribution plan, for those eligible for the plan.
2. To establish a Joint Working Group to explore alternative pension plan options.

### Full-Time Members

3. To improve the Extended Health Plan (coverage for mental health, paramedical and other health expenses) to make it competitive with those at our comparator universities.
4. To obtain significant increases in flex credits that can be applied to either Professional Expense Reimbursement (PER), Health Care Spending Account (HCSA) or Wellness Spending Account (WSA).
5. To ensure that Members returning from Long-Term Disability have their salaries reinstated at a level that incorporates negotiated increases.

### Part-Time Members

6. To provide health benefits for Part-Time Members.

## Theme C: Achieve Fair and Equitable Workloads

### All Members

1. To specify a minimum level of teaching assistant and marker support based on course enrolment.
2. To introduce terms governing how teaching work in the form of field trips, field courses, experiential learning courses and study abroad, etc., is counted in a Member's Workload.
3. To introduce terms governing the replacement of Members who leave, retire, or are seconded, based on faculty complement.
4. To reduce the burdens placed on Members by time-consuming administrative procedures (APE, student accommodation, etc.).
5. To update equipment, resources, supports and protections provided to Members in the *Working Conditions* Article.
6. To ensure consistency across Units in the elements of Academic Responsibilities specified in the Normal Workload document.

### Full-Time Members

7. To clarify the workload expectations of Members holding a Joint Appointment.
8. To ensure that Full-Time Members are not required to teach in more than two of three terms unless their individual contract specifically obliges them to.
9. To ensure that the Workload of Members on Limited-Term appointments does not exceed Normal Workload.
10. To ensure equitable access to and reasonable expectations for Service on Unit, Faculty and University-level committees.
11. To reconcile the dates for assigned workload in the *Workload* article and *Sabbatical Leave* article.

## Theme D: Protect and Enhance Collegial Governance and Due Process

### All Members

1. To give Members a say in determining maximum course enrolments.
2. To strengthen Member autonomy in determining the mode and delivery of course instruction and assessment.
3. To ensure that decisions about remote working are made as part of the normal Unit collegial governance process.
4. To allow all Members of a Unit to vote on all the positions on the Appointments Committee.
5. To support and clarify the democratic processes for Collective Agreement mandated committees.
6. To clarify the process of investigation/escalation of student complaints.
7. To set a clear timeline for investigations of discipline, academic fraud and misconduct and discrimination and harassment.
8. To require that Investigative Reports are supplied to the Faculty Association and the Member.
9. To clarify the independent medical review process.
10. To strengthen the requirements for the Employer to consult with the Faculty Association.
11. To allow faculty Members who become members of Western's Board of Governors to remain Members of the Faculty Association.
12. To increase the teaching load release time for faculty members who serve the Faculty Association.

### Full-Time Members

13. To clarify how to handle comments from members of Promotion, Tenure and Continuing Status Committees who are absent from Committee meetings.
14. To ensure that documentation related to previous considerations for Promotion, Tenure, or Continuing Status does not remain in a Member's Official File.
15. To set clear timelines for the Provost's communication of Promotion decisions to Members.

## Theme E: Enhance Job Security for Contract Faculty

### All Contract Faculty (Limited Duties, Standing Appointment, and Limited-Term)

1. To increase access to Standing Appointment and improve the rights to course instruction under a Standing Appointment.
2. To allow time in a Standing Appointment and in Limited Duties appointments to count toward Limited-Term No End Date (LTNED) status.
3. To improve components of the Teaching Scholar Track and ensure that any expansion of this track supports job security for Members on Standing Appointments and Members on Limited Duties and Limited-Term appointments.
4. To clarify/establish timelines for appointment to Limited Duties and Limited-Term positions.

### Full-Time Members (Limited-Term appointments)

5. To reduce the time it takes to be eligible for an LTNED appointment.
6. To allow for a Member to appeal the denial of an LTNED appointment.

### Part-Time Members

7. To increase the number of conversions for long-serving Part-Time Members to Limited-Term appointments and improve the job security associated with those conversions.
8. To increase the course cancellation stipend paid to Part-Time Members.

## Theme F: Achieve Equity, Diversity, Inclusion and Decolonization (EDID) and Just Representation

### All Members

1. To maintain and expand on terms negotiated regarding the effects of the COVID-19 pandemic on faculty working conditions.
2. To discontinue use of Student Questionnaires on Courses and Teaching (SQCT) results in performance evaluation on equity grounds.
3. To introduce a process for the evaluation of teaching performance for the purposes of APE, Appointments, and Promotion, Tenure, and Continuing Status based on a teaching dossier and peer assessment.
4. To clarify PhD degree equivalents.
5. To require all members of UWOFA-mandated committees to receive equity training.
6. To improve support for faculty members who have disabilities.
7. To recognize the service burden borne by Black, Indigenous, and other racialized faculty, and by faculty members from other equity-deserving groups, who are engaged in EDID-related work at the university and/or in the community.
8. To advance further the recognition of Indigenous scholarship and Indigenous Knowledge, as well as Indigenous faculty members' distinct academic responsibilities.
9. To revise the Letter of Understanding First Nations Program to reflect the change to Indigenous Studies and formalize a transition to an appropriately supported academic program/unit.

### Full-Time Members

10. To ensure that a candidate who is offered a Probationary Appointment is informed that they may consult with the Association before signing the Letter of Appointment.
11. To negotiate targeted Full-Time EDID hires.
12. To require the Employer to provide improved support for Members with eldercare responsibilities.
13. To improve access to Pregnancy and Parental/Adoption Leave.

### Part-Time Members

14. To extend the period during which a Part-Time Member has access to library resources.
15. To allow Members on Standing Appointments, Limited Duties appointments, and Limited-Term appointments to be eligible for Principal Investigator status for ethics protocols and external grants.



## Theme G: Merge the Faculty (UWOFA-F) and Librarians & Archivists (UWOFA-LA) Bargaining Units

1. To merge the Faculty and the Librarian and Archivist bargaining units.
2. To negotiate an end date for the Collective Agreement that is consistent with a merger of the bargaining units and the achievement of the other goals in our bargaining mandate.