



Bargaining Bulletin Vol. 8, No. 11

As we reported earlier in the week, we now have a strong strike authorization mandate, with a 91% YES vote. This mandate is an important tool that will help us to get the fair and equitable deal we deserve. Great work to everyone who helped to organize and “get out the vote”, and to all who cast a ballot!

Updates on Negotiations

There have been five bargaining meetings over the last two weeks, with the conciliator at the table on September 28th and October 6th. Some progress is being made. The parties have now reached sign-off on six articles and we have received an initial response to our compensation and benefits proposals. See **Appendix A** for an updated list of our proposals and the Employer’s responses as of October 6th. The “No” column has grown from 20 to 26.5, while we still await a response to 6 items.

We received the Employer’s monetary proposal yesterday, Oct 6th. Our team is still analyzing it, but our initial impression is that it is insufficient and based on a limited reading of Bill 124. For instance, the Employer has rejected our proposal to increase flex credits for Full-Time Members and to increase Professional Expense Reimbursement (PER) for Part-Time Members. In addition, their proposal makes no indication of an intention to reinvest the savings that the Employer will accumulate under Bill 124. The difference between a 1% scale increase in each of the next three years and the 1.75% that we received in the final year of our last agreement amounts to \$4.8 million. We are eagerly waiting to find out whether these savings will be invested to support the academic mission by hiring more faculty, for example, to reduce the workload burden.

Your Negotiating Team remains concerned that the Employer continues to reject many of our proposals for contract faculty and to refuse to redress inequities in treatment across our membership. The Employer seems determined to divide and differentiate us with artificial classifications. For instance:

- They continue to refuse sabbatical eligibility for many Limited-Term Members;
- They have rejected our proposal to redress significant pay inequities in the Department of Music Performance;
- They have not come far enough to ensure job security for contract faculty;
- They have not responded to our proposal for health benefits for Part-Time Members.

Importantly, the Employer has shown no effort to solve our growing workload burden, even though they acknowledge that it is a significant problem. They refuse to negotiate to increase faculty complement, essentially throwing up their hands in the face of the exhausting overwork our Members are experiencing.

The next bargaining meeting is scheduled for October 14th.

What happens next?

While we will continue to work at the table to achieve the improvements to our Collective Agreement we have all earned (and we know our Employer can afford), we must also continue to plan and prepare for a scenario where our Employer will only acquiesce to our demands with additional pressure. So, with this in mind, we are now asking Members to fill out our Strike Information Questionnaire, which will help us to serve and support the membership in case of a strike or lockout. We need to know how to reach you off campus, what duties you would be volunteering for in order to collect strike pay, and what other specific circumstances may apply in case of a strike or a lockout. We also have some other preparedness steps we suggest you begin thinking about now.

What can you do?

We know that the list of suggestions below looks familiar, but that is because these strategies are effective.

- **Talk to your students about bargaining.** Faculty working conditions are student learning conditions, and if a recent [Gazette editorial](#) is any indication, students are becoming increasingly aware that Western's current budget choices do not make the people who deliver their education a priority. Encourage students to follow UWOFA on social media and direct them to the [student page](#) of our website which is regularly updated.
- Tell Western where you think the budget surplus should go (see [Every Budget is a Choice 3.0](#)):
 - Get loud on social media and make sure to tag us! Twitter: @westernu @westernuProvost @uwofa1; Facebook: @UWOFA, @Western University; Instagram: @uwofaco, @westernuniversity
 - Send a letter or an email to the President and Provost (cc uwofa):
 - uwofa@uwo.ca
 - alan.shepard@uwo.ca
 - provostvpa@uwo.ca
- Get in touch with UWOFA's [Communications Officer](#) to **make a short video** expressing a message of support or highlighting how a particular bargaining goal impacts you personally. This video will then be posted to social media.
- **Sign the Bargaining Support Statement** – reach out to your [faculty representative](#) or to UWOFA's Past President Nigmendra Narain for more information.
- In the coming weeks we will be calling on people to help with leafleting and putting up posters around campus. If you are able to **help build support** for UWOFA bargaining goals in this way, please contact UWOFA's Mobilization Chair, [David Heap](#).

Appendix A: Core UWOFA Proposals Organized by Mandate

UWOFA Proposal	Employer Response
SUPPORT, RECOGNIZE & REWARD FACULTY EFFORT	
1. To improve salaries for Full-Time Members.	1% increase to scale and PLCP salary points under Bill 124 in Years 1-3 2.25% in a proposed Year 4
2. To achieve efficiencies in Annual Performance Evaluation (APE) (e.g. less frequent assessments).	Yes
3. To ensure that APE serves its stated purpose (i.e. include formative support and mentoring).	Yes
4. To remove prescribed assessment distributions that limit the number of 'exceptional' and 'very good' ratings that can be assigned.	No
5. To provide a salary increase on promotion	Would consider as part of the 1% allowed as total compensation under Bill 124
6. To increase sabbatical pay to 100% for all sabbaticals	No
7. To provide equitable compensation for Members in Music Performance Studies.	No
8. 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).	No
9. To increase the amount and accessibility of Professional Expense Reimbursement (PER) allocations for Part-Time Members.	No
10. To provide fair and equitable compensation for Part-Time Members (e.g. through a seniority premium and compensation for training and work performed outside of the contract).	Offered a different approach as a counter proposal
11. To redress salary anomalies, including those due to inequities, for Full-Time Members through a career trajectory fund.	Yes, in a 4th year of the agreement
12. To increase the course cancellation stipend paid to Part-Time Members.	Would consider as part of the 1% allowed as total compensation under Bill 124
13. To allow Members retiring from Limited-Term appointments at the rank of Lecturer or Assistant Professor to be granted Emeritus status.	No
14. To improve access to Education Leave	No
15. To clarify terms of eligibility for Sabbatical for Members on Limited-Term appointments.	No
16. To ensure the provision of T2200 forms to allow Members to claim expenses for working from home on their tax returns.	Yes
SUPPORT FACULTY HEALTH & WELLBEING	
17. To upgrade the Extended Health and Dental Plan by the maximum amount allowable under Bill 124 in each year of the Agreement (including access to benefits for Part-Time Members)	Yes for Full-Time Members, as constrained within the 1% total compensation cap of Bill 124; Admin proposal focuses on mental health No specific response regarding benefits for Part-Time Members

ACHIEVE FAIR & EQUITABLE WORKLOADS	
18. To introduce terms ensuring the full replacement of Members who are seconded to roles outside of their home unit (e.g., for special assignments or Assistant/Associate Dean roles)	No
19. To ensure that retirements and resignations do not increase the workload of remaining Members.	No
20. 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 and adequately resource such courses.	No
21. To ensure consistency across Units in the elements of Academic Responsibilities specified in the Workload Document and the resources to support them (e.g., admin, marker and TA support, student supervision, maximum course enrolments).	No
22. To ensure that the Workload of Members on Limited-Term appointments does not exceed Normal Workload.	No
23. To clarify the workload expectations of Members holding a Joint Appointment.	No
24. To update equipment, resources, supports and protections provided to Members in the Working Conditions Article.	Partial agreement
25. To renew the mandate of the Workload Study Group to complete its work.	No response
PROTECT & ENHANCE COLLEGIAL GOVERNANCE & DUE PROCESS	
26. To strengthen Member autonomy in determining the mode and delivery of course instruction and assessment.	No
27. To strengthen the requirements for the Employer to consult with the Faculty Association.	No
28. To clarify the process of investigation and escalation of student complaints.	Yes
29. To allow all Members of a Unit to vote on all the positions on the Appointments Committee (currently Part-Time Members are not allowed to vote for some positions).	No
30. To set a clear process and timeline for investigations potentially leading to discipline and require that Investigative Reports are supplied to the Member.	Partial agreement
31. To ensure that documentation related to previous considerations for Promotion, Tenure, or Continuing Status does not remain in a Member's Official File.	Yes
32. To set clear timelines for the Provost's communication of Promotion decisions to Members.	No
33. To clarify the timeline on Sabbatical application decisions	Yes
34. To support and clarify the democratic processes for Collective Agreement mandated committees.	No
35. To clarify the independent medical review process.	No response
36. To allow faculty Members who become members of Western's Board of Governors to remain Members of the Faculty Association.	No
37. To provide the Association with Members' email addresses	Yes - Article has been signed off
38. To provide the Association with a list of Members on Standing Appointment and Preferred Status	Yes - Article has been signed off

ENHANCE JOB SECURITY OF CONTRACT FACULTY	
39. To increase access to Standing Appointment and improve the rights to course instruction under a Standing Appointment.	No
40. To allow time in a Standing Appointment and in Limited Duties appointments to count toward Limited-Term No End Date (LTNED) status.	No
41. To clarify/establish timelines for appointment to Limited Duties and Limited-Term positions.	No
42. To reduce the time it takes to be eligible for an LTNED appointment.	Yes, from 12 to 10
43. To allow for a Member to appeal the denial of an LTNED appointment.	Partial agreement
44. 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.	Partial agreement
45. To improve components of the Teaching Scholar Track and ensure that any expansion of this track supports job security for Part-Time Members and Members on Limited-Term Appointments.	No
ACHIEVE E.D.I.D. & JUST REPRESENTATION	
46. 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.	No
47. To ensure that all short-listed candidates are informed that they may consult with the Association before signing the Letter of Appointment.	No
48. To require the Employer to provide improved support for Members with eldercare responsibilities.	Would consider as part of the 1% allowed as total compensation under Bill 124
49. To improve access to Pregnancy and Parental/Adoption Leave.	Would consider improvements as part of the 1% allowed as total compensation under Bill 124
50. To extend the period during which a Part-Time Member has access to library resources.	Yes – to 24 months
51. To maintain and expand on terms negotiated regarding the effects of the COVID-19 pandemic on faculty working conditions (including compensation for extra work)	Yes to non-monetary terms Rejection of compensation for extra work
52. To improve support for faculty members who have disabilities.	No response
53. To establish a Joint Working Group to explore alternative pension plan options.	No response
54. 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.	No response
55. 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.	Yes – Joint Working Group to resume work - Article has been signed off

ADMIN opened the following Articles:

Article	Status and UWOFA Viewpoint
56. Academic Fraud and Misconduct	Update policy referenced in the article to the current version of MAPP 7.0 UWOFA has agreed to this proposal - Article has been signed off.
57. Academic Responsibilities of Members	Incorporate into the article the wording in Appendix E pertaining to supervising students for their academic work and leave in Appendix E only terms about faculty responsibilities in employment relationships with students. UWOFA has agreed to this proposal.
58. Alternative Workload	Dean to have the right to unilaterally impose an Alternative Work Load on a Member. UWOFA has rejected this proposal.
59. Annual Performance Evaluation	Do APE less frequently, optional for Part-Time Members, etc. UWOFA and Admin have both made proposals in this regard. Agreement emerging on some elements, and negotiations ongoing.
60. Appointments	Clarify terms for cross-appointment and affiliate appointment. UWOFA has agreed to this proposal.
61. Chairs of Departments and Directors of Schools	Add terms for electing an alternate to Chair/Director Search Committee. UWOFA has agreed to this proposal.
62. Compensation and Benefits	Employer tabled a proposal on Oct 6, 2022. UWOFA is studying the Employer's proposal - see BB above.
63. Conflict of Interest and Conflict of Commitment	Increased administrative oversight of external employment relationships between faculty and students. UWOFA rejected initial proposal; Employer presented a counterproposal.
64. Employment Equity	Adding sexual orientation and gender identity as protected grounds. UWOFA has agreed to this proposal - Article has been signed off.
65. Grievance and Arbitration	Allowing the same OFR Consultant to handle the file at different steps of grievance process UWOFA has agreed to this proposal - Article has been signed off.
66. Official File	Move to an electronic file. UWOFA has agreed to this proposal in principle, but some specifics remain to be worked out.
67. Promotion, Tenure and Continuing Status	Introduce terms for the standard of Limited-Term Members going up for promotion, increase the number of external referee letters and a few less important elements. Employer has presented a counterproposal; increasing the number of referees has been withdrawn.
68. Reduced Workload	Allow waiver of 6-month notice period to request a reduced workload in the case of unforeseen circumstances. UWOFA has agreed to this proposal - Article has been signed off.
69. Retirement & Resignation	Remove 40 hours of free dial-in for Emeritus professors. UWOFA has agreed to this proposal, but countered with access to other online resources.
70. Sabbatical Leave	Tie the granting of sabbatical to APE and raise the bar from 'satisfactory' to 'good'. Employer has withdrawn this proposal.
71. Workload	Define Normal Workload for Teaching Scholars. UWOFA has agreed to this proposal.