



Bargaining Bulletin Vol. 8, No. 12

Thank you Members who have filled out the Strike Information Questionnaire. This information helps our planning to adequately support Members in the event of a strike or lockout. For those who haven't yet responded, please fill out the [survey](#) as soon as possible.

Updates on Negotiations

There have been three bargaining meetings over the last two weeks. Progress has been limited with the Employer only now addressing Letters of Understanding on equity issues (i.e., Working Groups for Members with disabilities and Service workload for equity-deserving groups) which we filed some time ago. Disappointingly, the Employer's response to both was "no".

See **Appendix A** for an updated list of proposals and their status as of October 21st.

Last Thursday afternoon, we requested that Paul Pooler, the provincially appointed conciliator, file a ["No Board" report](#) with the Ministry of Labour. Once that report is filed, and an additional 17 days have passed, we will be in a legal strike position, supported by a strong strike mandate from the Membership last month (91% of votes cast were YES).

While the filing of a No Board Report is the final mechanism in making a strike or a lockout possible, this does not mean that negotiations are at an impasse. The Negotiating team will continue to work at the table for a fair and equitable agreement for all Members.

There are two bargaining meetings scheduled for this week and nine more planned for the coming weeks. Tomorrow (Tuesday), we plan to reply to the Employer's proposal on compensation and benefits. Paul Pooler will be present at that time, along with Ruban Chelladurai, Associate VP, Institutional Planning & Budgeting.

What can you do?

- **Talk to your students about bargaining** (see attached slide which can be included in lectures). Encourage students to follow UWOFA on social media and direct them to the [student page](#) of our website which is regularly updated. Direct their concerns about a possible strike to Western's senior administration (see more below).
- **Help avert a strike!** Send Western's senior administrators a [letter](#) urging them to reach a fair and equitable deal with UWOFA in a timely manner that avoids a strike. The letter is ready to go on the Take Action page of the UWOFA website. All you need to do is fill in the email form with your details. Share this link with current and former students, colleagues and supportive community members.

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% to scale and PLCP salary points under Bill 124; 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	Not arbitrarily denied; written reasons for denial
15. To clarify terms of eligibility for Sabbatical for Members on Limited-Term appointments (i.e., allow sabbaticals for those with less than 40% research component)	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).	Some limited movement
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.	Yes
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 - UWOFAs has withdrawn this proposal
33. To clarify the timeline on Sabbatical application decisions	Yes
34. To support and clarify the democratic processes for Collective Agreement mandated committees.	No - UWOFAs has withdrawn this proposal
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 redressing inequities in how compensation for extra work was treated across the university)	Yes to non-monetary terms Rejection of compensation for extra work
52. To improve support for faculty members who have disabilities.	No
53. To establish a Joint Working Group to explore alternative pension plan options.	No
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
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

EMPLOYER 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 AWL on a Member. UWOFA has rejected this proposal. Employer has presented a revised version.
59. Annual Performance Evaluation	Do APE less frequently, optional for Part-Time Members, etc. UWOFA and Employer 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 above.
63. Conflict of Interest and Conflict of Commitment	Increased administrative oversight of external employment relationships between faculty and students. Agreement emerging.
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 current 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.