



Bargaining Bulletin Vol. 8, No. 13

Thank you to 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

- Progress on reducing the frequency for APE to every 3 years (to be called Performance Evaluation), although prescribed distribution of ratings remains a sticking point.
- Workload remains contentious, and we continue to resist the unilateral imposition of an Alternative Workload by the employer.
- Our proposal to address the workload implications of secondments and retirements/resignations remains opposed.
- We are proposing teaching release time for members to redesign courses with more universal design flexibility to address issues related to student accommodations
- Agreement on a Joint Working Group to review working conditions for Members with disabilities.

See **Appendix A** for an updated list of proposals and their status as of November 4th.

As reported before Reading Week, filing of the No Board Report puts us in a legal strike position on Sunday, November 13th. Negotiations continue throughout this week, and we hope to update you daily - but time is running out to avert a strike.

What can you do?

- **Talk to your students about bargaining** (see attached slide deck 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; proposed as part of a 4th year
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).	No
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; Article has been signed off.
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	Yes for Full-Time Members, as constrained within the 1% total compensation cap of

	Bill 124; Admin proposal focuses on mental health and includes UWOFAs proposals on caregiving leaves and some expansions to Pregnancy, Parental and Adoption Leave
18. To provide health benefits for Part-Time Members (UWOFA has proposed this as a Health Care Spending Account)	no response
19. To ensure that Members returning from Long-Term Disability have their salaries reinstated at a level that incorporates negotiated increases.	Yes
20. To establish a Joint Working Group to explore alternative pension plan options.	No
ACHIEVE FAIR & EQUITABLE WORKLOADS	
21. 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
22. To ensure that retirements and resignations do not increase the workload of remaining Members.	No
23. 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
24. 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). NEW: UWOFAs proposal for resources and a fund to cover course release/payment to Members to implement universal design and other flexible elements into courses to increase accessibility	Some agreement: expansion of Workload Document and Workload review; training for Workload Committees
25. To ensure that the Workload of Members on Limited-Term appointments does not exceed Normal Workload.	No
26. To clarify the workload expectations of Members holding a Joint Appointment.	Yes
27. To update equipment, resources, supports and protections provided to Members in the Working Conditions Article.	Partial agreement
28. To renew the mandate of the Workload Study Group to complete its work.	Yes
PROTECT & ENHANCE COLLEGIAL GOVERNANCE & DUE PROCESS	
29. To strengthen Member autonomy in determining the mode and delivery of course instruction and assessment.	No
30. To strengthen the requirements for the Employer to consult with the Faculty Association.	No
31. To clarify the process of investigation and escalation of student complaints.	Yes
32. 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
33. To set a clear process and timeline for investigations potentially leading to discipline and require that Investigative Reports are supplied to the Member.	Yes

34. To ensure that documentation related to previous considerations for Promotion, Tenure, or Continuing Status does not remain in a Member's Official File.	Yes
35. To set clear timelines for the Provost's communication of Promotion decisions to Members.	No - UWOFAs has withdrawn this proposal
36. To clarify the timeline on Sabbatical application decisions	Yes
37. To support and clarify the democratic processes for Collective Agreement mandated committees.	No - UWOFAs has withdrawn this proposal
38. To clarify the independent medical review process.	No response
39. To allow faculty Members who become members of Western's Board of Governors to remain Members of the Faculty Association.	No
40. To provide the Association with Members' email addresses	Yes - Article has been signed off
41. 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	
42. To increase access to Standing Appointment and improve the rights to course instruction under a Standing Appointment.	No
43. To allow time in a Standing Appointment and in Limited Duties appointments to count toward Limited-Term No End Date (LTNED) status.	No
44. To clarify/establish timelines for appointment to Limited Duties and Limited-Term positions.	No
45. To reduce the time it takes to be eligible for an LTNED appointment.	Yes, from 12 to 10
46. To allow for a Member to appeal the denial of an LTNED appointment.	Partial agreement
47. 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
48. 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	
49. 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
50. To ensure that all short-listed candidates are informed that they may consult with the Association before signing the Letter of Appointment.	No - UWOFAs has withdrawn this proposal
51. To require the Employer to provide improved support for Members with eldercare responsibilities.	Yes, would consider as part of the 1% allowed as total compensation under Bill 124
52. To improve access to Pregnancy and Parental/Adoption Leave.	Would consider some improvements as part of the 1% allowed as total compensation under Bill 124
53. To extend the period during which a Part-Time Member has access to library resources.	Yes – to 24 months
54. 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
55. To improve support for faculty members who have disabilities.	Yes - through a Joint Working Group
56. 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.	Partial agreement
57. 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
58. 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.
59. 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.
60. Alternative Workload	Dean to have the right to unilaterally impose an AWL on a Member. UWOFA has rejected this proposal.
61. Annual Performance Evaluation	Do APE less frequently, optional for Part-Time Members, etc. UWOFA and Employer have reached an agreement.
62. Appointments	Clarify terms for cross-appointment and affiliate appointment. UWOFA has agreed to this proposal.
63. Chairs of Departments and Directors of Schools	Add terms for electing an alternate to Chair/Director Search Committee. UWOFA has agreed to this proposal. Article has been signed off.
64. Compensation and Benefits	Employer tabled a proposal on Oct 6, 2022. Negotiations ongoing.
65. Conflict of Interest and Conflict of Commitment	Increased administrative oversight of external employment relationships between faculty and students. UWOFA has agreed to this proposal. Article has been signed off.
66. Employment Equity	Adding sexual orientation and gender identity as protected grounds. UWOFA has agreed to this proposal - Article has been signed off.
67. 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.
68. Official File	Move to an electronic file. UWOFA has agreed to this proposal - Article has been signed off.
69. 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.
70. 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.

71. 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.
72. Sabbatical Leave	Tie the granting of sabbatical to APE and raise the bar from 'satisfactory' to 'good'. Employer has withdrawn this proposal.
73. Workload	Define Normal Workload for Teaching Scholars. UWOFA has agreed to this proposal.