



UWOFA Meeting of Faculty Bargaining Unit Members

Monday, March 9, 2026

1:00 p.m. to 3:00 p.m.

Via Zoom

To connect to the meeting: <https://westernuniversity.zoom.us/j/92583536510>

Meeting ID: 925 8353 6510

Passcode: 265921

OR Dial: 1-647-558-0588

Press pound (#) when prompted for the participant ID

1. Approval of the Agenda
2. Update on Negotiation Process: *J. Tennant*
3. Presentation of Negotiation Goals: *J. Tennant and E. Nouvet* – **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 present in Exhibit I are approved.

4. Adjournment

UWOFA-F 2026 Proposed Bargaining Mandate (Goals)

High-level Description of the Proposed Bargaining Mandate

In this round of faculty bargaining unit negotiations, UWOFA will prioritize achieving important gains for Members in the following areas, while advancing equity, diversity, inclusion, and accessibility, as well as decolonization, reconciliation, and Indigenization:

- Provide Job Security for Contract Faculty
- Reverse Erosion of Working Conditions
- Achieve Fair Compensation
- Improve Health and Wellbeing

In addition, as in previous rounds of bargaining, UWOFA will seek to negotiate improvements to aspects of the administration of the Collective Agreement.

Provide Job Security for Contract Faculty

1. To ensure that Limited-Duties conversions fulfill their intended purpose of offering a pathway to secure full-time academic employment by providing renewable Limited-Term appointments to long-serving Part-Time Members.
2. To ensure that Limited-Term No End Date (LTNED) appointments continue to fulfill their purpose of providing secure continuing full-time academic employment following an extended period of service in Limited-Term appointments.
3. To designate a minimum number of Teaching Scholar appointments for internal recruitment to ensure those appointments serve their original purpose of providing a pathway to secure full-time academic employment for long-serving contract faculty.
4. To revise the definition of a Part-Time Member to include any holder of a Limited Duties appointment or a Standing Appointment who has full responsibility at least equivalent to that associated with teaching a half University degree credit course in any calendar year.
5. To revise Standing Appointment eligibility criteria to allow Part-Time Members to attain that status earlier.
6. To clarify the process for renewal of Limited-Term appointments.
7. To improve pay in lieu of notice provisions for Limited-Term Members whose contracts will not be renewed beyond seven years.

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| 8. To increase the course cancellation stipend paid to Part-Time Members and to incentivize timely issuance of appointment letters to Part-Time Members. |
| 9. To extend eligibility for Emerit designation to long-serving contract faculty. |

Reverse Erosion of Working Conditions

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| 1. To require the Employer to provide sufficient administrative and technical staff and graduate teaching assistant support for Members' work. |
| 2. To reduce the burden that administrative tasks place on Members' time. |
| 3. To ensure the Workload implications of any new process are appropriately assessed. |
| 4. To reduce where possible the Workload associated with administrative processes mandated by collective agreement. |
| 5. To introduce provisions addressing increases in Service demands on Members. |
| 6. To establish terms governing how unforeseen alterations can be made to a Member's teaching assignment. |
| 7. To require the Employer to provide Members the equipment they need to fulfill their Academic Responsibilities. |
| 8. To require the Employer to communicate effectively with Members about potential immediate threats to their health and safety. |
| 9. To introduce provisions addressing the impact of Generative Artificial Intelligence (AI) on the work of Members. |
| 10. To clarify the Normal Workload for the Teaching Scholar track. |
| 11. To improve the process for determining Workload for Members who have a Joint Appointment. |
| 12. To address consequences for Members' working conditions of the Employer's proposed establishment of a "Western International College". |
| 13. To establish a process to address serious concerns expressed by Members in the bargaining survey regarding equity, diversity, inclusion, accessibility, and workplace |

climate.
14. To improve access to Education Leave for Members.
15. To clarify how teaching is assessed in evaluation processes.
16. To define appropriate parameters for interim measures to be imposed when allegations of Discrimination and Harassment are under investigation.
17. To introduce terms governing leadership roles that are currently not defined in the article Department Chairs and Directors of Schools.
18. To require that remote participation in committee meetings be available to any Member upon request.
19. To clarify the definition of scholarship activities associated with Teaching Scholar appointments.
20. To improve support for faculty members who have disabilities.
21. To ensure appropriate recognition of the Workload burden borne by Black faculty and other racialized faculty, and by Members from other equity-deserving groups.
22. To advance further the recognition of Indigenous scholarship and Indigenous Knowledge, as well as Indigenous faculty members' distinct academic responsibilities, while ensuring that assessment of the work of Indigenous Scholars is conducted according to culturally safe procedures.

Catch up on Compensation

1. To improve salaries for Full-Time Members.
2. To provide fair and equitable compensation for Part-Time Members, including payment for Service.
3. To increase Employer contributions to the pension plan.
4. To redress salary anomalies, including those due to inequities, for Full-Time Members through a Career Trajectory Fund.
5. To increase financial incentives for Members to apply for promotion.

6. To increase Sabbatical pay.
7. To increase the amount and accessibility of Professional Expense Reimbursement (PER) accumulation for Part-Time Members.
8. To improve the terms for Professional Expense Reimbursement (PER) expense submission and reimbursement, as well as carryover of unspent balances.
9. To provide a minimum annual Professional Expense Reimbursement (PER) allocation to all Full-Time Members in addition to flex credits.
10. To require the Employer to pay for Members' licensing fees when they are required as a condition of appointment.
11. To ensure fair compensation for Part-Time Members in Music Performance Studies.
12. To clarify deemed hours of work for Part-Time Members.
13. To increase the minimum amount of the start-up research grant and to allow Members to retain unspent funds from their start-up research grant after their Probationary Appointment ends.
14. To increase the annual stipend to Chairs and Directors.
15. To clarify the pensionable status of earnings for Full-Time Members' overload teaching.
16. To increase the minimum Phased Retirement Supplement.

Improve Health and Wellbeing

1. To improve benefit coverage for health expenses such as physiotherapy, chiropractic, massage therapy, and paramedical.
2. To improve benefit coverage for dental care expenses such as orthodontics and implants.
3. To increase flex credits that can be allocated to a Health Care Spending Account (HCSA), a Wellness Spending Account (WSA), or to Professional Expense Reimbursement (PER) funds.

4. To allow Part-Time Members to access health benefits through increasing pay-in-lieu of benefits.
5. To address Members' concerns regarding availability of childcare space.
6. To improve benefits for Members beyond age 71.
7. To improve terms governing decision-making regarding a Member's medical accommodations.
8. To extend benefit coverage to practitioners who are registered with regulatory bodies of Canadian provinces outside Ontario.
9. To clarify terms for qualifying for Long-Term Disability.

<h2>Administration of the Collective Agreement</h2>
1. To strengthen the Employer's responsibility to negotiate with UWOFAs changes in practices that might affect Members' working conditions.
2. To require that Workload Documents and Performance Evaluation procedures and criteria for all Units be subject to review by the Association prior to approval by the Employer and that they be made available to all Members.
3. To align language about timing of resignation with current practice.
4. To require that Alternative Workload agreements include a specification regarding sabbatical eligibility accrual during the Alternative Workload period.
5. To require the Employer to provide sufficient orientation information for all new faculty teaching on Limited-Duties contracts, in the form of a handbook, for example.
6. To clarify aspects of the Performance Evaluation process following the recent transition to a three-year cycle.
7. To update the list of items of information the Employer is required to provide the Association.
8. To clarify provisions governing how Appointments Committees obtain input from Members in a Unit on candidates under consideration.
9. To clarify that the Employer cannot require a Member to sign a non-disclosure

<p>agreement associated with service on a Collective-Agreement mandated committee and that confidentiality obligations do not preclude Members serving on a Collective-Agreement mandated committee from seeking advice from the Association when they have concerns related to the work of the committee.</p>
<p>10. To allow teaching releases for service to the Association to carry forward beyond expiry of the Collective Agreement.</p>
<p>11. To increase the release time for service to the Association that is provided by the Employer and that the Association can purchase from the Employer.</p>
<p>12. To ensure that Basic Scientists in Clinical Departments can participate in the governance of their Unit.</p>
<p>13. To update the list of agreed-upon arbitrators and to ensure timely appointment of an arbitrator.</p>
<p>14. To revise the terms for periodic meetings between the Association and Employer representatives to ensure they support effective management of Discrimination and Harassment cases.</p>
<p>15. To clarify timelines for an informal resolution meeting.</p>
<p>16. To ensure alignment of Collective-Agreement mandated processes with regulations set by the regulatory bodies of Members' professions.</p>
<p>17. To clarify terms for Members returning to the bargaining unit from administrative roles.</p>
<p>18. To update as needed Collective Agreement terms governing processes in specific Units and programs.</p>
<p>19. 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.</p>