



GENERAL MEETING

Monday, March 30, 2015
12:30 – 2:30 p.m.
Labatt Health Sciences Building, room 35
(lunch will be available)

A G E N D A

1. Approval of the Agenda
2. Approval of Minutes of the General Meeting, November 19, 2014 **EXHIBIT I**
3. Business Arising:
Motion: to confirm all business conducted and ratify all motions passed at the November 19, 2014 meeting, held without valid notice.
4. President's Report: *A. Hearn*
5. Nominating Committee Report: *J. Tennant* **EXHIBIT II**
6. Discussion: Donation to the CAUT Academic Freedom Fund: *A. Hearn* **EXHIBIT III**
7. Report from OCUFA re: OCUFA's higher education priorities: *Kate Lawson* (OCUFA President) and *Mark Rosenfeld* (OCUFA Executive Director)
8. Announcements:
Librarians & Archivists General Meeting, Tuesday, March 31, 2015
11:30 am to 1:30 pm, Social Science Centre, room 3018.
Annual General Meeting, Wednesday, April 29, 2015
11:30 am to 1:30 pm, Spencer Engineering Building, room 2202.
9. New Business
10. Adjournment

UWOFA General Meeting Minutes
 Wednesday, November 19, 2014
 12:30 – 2:30 p.m.
 McKellar Room, University Community Centre

Speaker: Stephen Pitel

President: Alison Hearn

The Speaker called the meeting to order at 12:40 p.m. Attendance was according to the Nominal Roll. The Speaker reminded attendees that only members of the Faculty Association were permitted to vote on motions.

1. Approval of the Agenda:

MOVED: G. Smith/J. Neyers

THAT the Agenda be approved. **CARRIED**

2. Timing of the meeting: *S. Pitel*

Under Article VII, clause 6 (UWOFA Constitution) members are required to have at least one week written notice by e-mail in advance of a General Meeting. For this meeting UWOFA members were not given at least one week written notice.

Article VII, clause 7 (UWOFA Constitution) does provide for an emergency General Meeting to be called without the requisite one week written notice. This process was not exercised for this meeting.

As a result, the membership was not given valid notice of this meeting. The Speaker explained that he would entertain a motion to challenge this meeting on the grounds that the membership had not had valid notice. No motion was brought.

The Speaker explained that the meeting would carry on with the business of the meeting as set out on the agenda and that any business conducted at the meeting would need to be validated at the next General Meeting.

3. Approval of Minutes of the Annual General Meeting, April 29, 2014:

MOVED: G. Smith/T. Murphy

THAT the minutes of the April 29, 2014 Annual General Meeting as shown in Exhibit I be approved.

Motion carried (one abstention).

4. Business Arising:

There was no business arising from the April 29, 2014 Annual General Meeting.

5. President's Report: *A. Hearn*

The President reported the following:

Fair Employment Week: UWOFA participated in Fair Employment Week with an event on October 29, 2014. The purpose of the event was to raise awareness around the situation of Contract Faculty. Literature, cookies, UWOFA's I "heart" WESTERN CONTRACT FACULTY buttons and stickers were handed out.

Librarians and Archivists negotiations: The current Librarians and Archivists Collective Agreement expires on June 30, 2015. A Librarians and Archivists Collective Bargaining Committee has been constituted. This Committee will be chaired by Kristin Hoffmann (Vice-President). Jeff Tennant will serve as the Chief Negotiator for the Librarians and Archivists bargaining unit.

Update on the Discontinuation of Western's Retirement Income Fund (RIF): At the April 29, 2014 Annual General Meeting it was reported that UWOFA had received notice that Human Resources would be presenting a proposal to the Board of Governors that Western's RIF be discontinued. UWOFA along with many of its retirees expressed concerns to the Board of Governors about the discontinuation of the RIF. The Board of Governors reviewed a summary of those concerns at its June 26, 2014 meeting and deferred a decision on the matter until fall of 2014. Human Resources moved forward and began the process of identifying a preferred provider to replace Western's RIF. Retired Members and Members nearing retirement were invited to attend information meetings on the progress of selecting a preferred provider. Retirees have reported back

to UWOFA that the successor provider (not yet named) will be able to offer more and better options for investments and at a lower cost.

UWOFA Scholarships: Every year UWOFA gives out scholarships to students. These scholarships are funded through Members' dues. The event this year is scheduled for December 3, 2014. UWOFA will hand out 36 scholarships across the faculties at a value of \$1000 for each scholarship.

6. Treasurer's Report: *G. Smith* (Secretary)

UWOFA Treasurer R. Robertson was unable to attend the meeting.

G. Smith reviewed the audited statement for the year ending April 30, 2014 as presented in Exhibit II. He advised that some money currently in short-term funds will be moved into longer-term better paying funds.

7. Chief Negotiator's Report on the tentative Faculty Collective Agreement: *J. Tennant*

UWOFA President, Alison Hearn provided the following summary:

UWOFA began preparing for the faculty negotiations in the fall of 2013 by visiting faculty departments across the University, sending out surveys and reviewing grievances over the past four years. The Collective Bargaining Committee, which included members of the Negotiating Team, reviewed all the information gathered and prepared negotiating goals. Those goals were approved by the Membership in April and May of 2014. What emerged at the top of the list were Contract Faculty issues. Contract Faculty make up 37% of UWOFA's membership. The other issue at the top of the list was Compensation and Benefits.

After reviewing the Employer's initial Compensation and Benefits proposal the Board of Directors voted to call for conciliation and a strike vote. The UWOFA membership demonstrated its support for the Negotiating Team with a 90% strike vote. After four sessions with the conciliator a tentative Collective Agreement was reached.

On November 14, 2014 the Board of Directors met to review the tentative Agreement and voted in favour of recommending that the tentative Collective Agreement be ratified.

On behalf of the Negotiating Team and the Board of Directors the President thanked the membership for its support.

Before he began reviewing the details of the tentative Collective Agreement, J. Tennant thanked the members of the Negotiating Team (Dan Belliveau, Ann Bigelow, Cindy Cossar-Jones, Jim Davies, Jamie Johnston, Steve Lupker and John Wilson).

The details of the tentative Collective Agreement (**APPENDIX I**) were presented.

8. New Business: None

9. Adjournment:

MOVED: J. Davies/D. Heap

THAT the meeting adjourn. In the absence of any objection, **CARRIED** (2:12 p.m.).

SUMMARY OF 2014-2018 UWOFA-F TENTATIVE AGREEMENT

PART A. HIGHLIGHTS

ANNUAL PERFORMANCE EVALUATION

- Employer's proposed expansion of lower end of evaluation scale WITHDRAWN

APPOINTMENTS

- Increase of maximum length of Limited-Term (LT) appointment to 7 years
- Appointments Committee must review any non-renewal of an LT Appointment after 7 (previously, before the end of 10) years of service
- Renewal as LT "with no end date" for LT Members with 14 or more years of continuous LT service (upon recommendation by Appointments Committee, approval of Dean, Provost); 67 Members eligible for such renewal in the 4-year period of the Collective Agreement
- Employer's proposed reduction of cap on number of courses a Member can teach in LD (Limited Duties) appointments in a year WITHDRAWN

LETTER OF UNDERSTANDING (LU) LIMITED DUTIES CONVERSION

- Up to 12 conversions of LD to LT, one per unit or two joint appointments per unit; Eligibility: average of at least 3.5 FCE per year over past four years

COMPENSATION AND BENEFITS: FULL-TIME SALARIES

- Scale:
 - o Year 1: 1.25%, Year 2: 1.0%, Year 3: 1.0%, Year 4: 1.0%
- Lump Sum to Base:
 - o Year 1: \$1050 (=0.81% of average salary), Year 2: \$1050, Year 3: \$1050, Year 4: \$0
- Career Trajectory Fund: Year 4: \$800 per Member (=0.56% of average salary)
 - o first distributed to correct gender-based anomalies, then remaining funds "to be distributed systematically based on experience and accomplishment, but in a manner that gives special consideration to faculty whose salaries are determined to be below a trajectory appropriate to their career stage compared to similar faculty at comparator universities."
- Performance-Linked Career Progress (PLCP) for all FT Faculty:
 - o Breakpoints and Salary Point Values increase by 2% each year of the four-year agreement
- Employer's proposed "attenuation" of merit pay increases in upper salary range, as well as elements of their PLCP proposal disadvantaging LT Members WITHDRAWN

Year	Scale	Lump Sum	Career Trajectory	Other*	Total
2014-15	1.25%	0.81%		0.10%	2.16%
2015-16	1.00%	0.78%		0.05%	1.83%
2016-17	1.00%	0.76%		0.07%	1.83%
2017-18	1.00%		0.56%	0.09%	1.65%
Total	4.32%	2.37%	0.56%	0.31%	7.68%

Table 1: Increases to Full-Time Base Salary. *Other = Chairs and Directors in 2014-15 plus PLCP Enhancement (i.e. increase to “merit pay” that is in excess of scale increase) in all years.

COMPENSATION AND BENEFITS: PART-TIME SALARIES

Year	Scale
2014-15	5.00%
2015-16	2.00%
2016-17	2.00%
2017-18	2.00%
Total	11.43%

Table 2: Increases to Part-Time Base Salary

COMPENSATION AND BENEFITS: FULL-TIME SALARIES

Year	Base Increases	Career Progress	PLCP Enhancement	Total
2014-15	2.16%	1.72%	(0.03%)	3.85%
2015-16	1.83%	1.65%	(0.05%)	3.43%
2016-17	1.83%	1.60%	(0.07%)	3.36%
2017-18	1.65%	1.56%	(0.09%)	3.12%
Total	7.68%	6.69%	(0.24%)	14.48%
Average Annual	1.87%	1.63%		3.44%

Table 3: Total Salary Increases for Full-Time Members, including PLCP.

Universities	2014-15	2015-16	2016-17
Guelph	0.17	2.17	2.00
McMaster	1.90	2.80	2.80
Queen's	2.50		
Waterloo	3.00		
"Bovey Four"	1.89	2.49	2.40
All Ontario	2.32	2.43	2.17

Table 4: All Items to Base for “Bovey Four”. “Bovey Four” is an unweighted average for Guelph, McMaster, Queen's and Waterloo. Included in the 1.90% at McMaster in 2014-15 is a 1.0% pension offset. “All Ontario” is a weighted average, as reported by OCUFA. Source: OCUFA Salary Settlements summary.

				Over Three Years	
	2014-15	2015-16	2016-17	Total	Average
Brock	1.75	1.50	1.50	4.83%	1.57%
Carleton	2.12	1.70	1.60	5.52%	1.79%
Guelph	0.17	2.17	2.00	4.39%	1.43%
Laurentian	2.00	2.70	3.50	8.42%	2.69%
Windsor	0.00	0.00	3.00	3.00%	0.99%
Mean	1.21	1.61	2.32	5.23%	1.70%
WESTERN:	2.16	1.83	1.83	5.93%	1.94%

Table 5: All Items to Base comparison with other major Ontario Universities that settled this year. Note: McMaster has a 1% pension offset in 2014-15. Correcting for that, it only has a 0.90% increase. Source: OCUFA Salary Settlements summary.

COMPENSATION AND BENEFITS: BENEFITS

- Flexible benefit credits for FT Members, as of January 1, 2016: \$2000 to be allocated freely, in \$100 increments, to the PER, the HCSA or a taxable Wellness Account (default if no election made, \$1400 PER and \$600 HCSA)
- Faculty Start-up Grant: automatic minimum \$6000 for all new Probationary Members and LT Members with at least 40% research workload

COMPENSATION AND BENEFITS: PENSION

- For Full-Time Members with 20 years or more of Full-Time service who are contributing 5.5% of Pensionable Earnings, Employer contribution increases to 9.0%
- Members may elect at any time to increase their contribution from 1.5% to 5.5% (irrevocable election).

LU ONLINE COURSES

- Developer under Course Authoring Agreement holds copyright
- Developer under Course Authoring Agreement has right to teach first time offered
- Enrollment limits for online courses not to exceed maxima in unit Workload document

SUMMARY OF 2014-2018 UWOFA-F TENTATIVE AGREEMENT

PART B. ALL CHANGES

ACADEMIC FRAUD AND MISCONDUCT

- Incorporation of *MAPP 7.0 Policy on Academic Integrity in Research Activities*, and its definitions of research misconduct
- Joint Committee to be advised of any changes to policy; changes to policy be incorporated into Collective Agreement only by agreement of the parties

ACADEMIC RESPONSIBILITIES OF MEMBERS

- Part-Time Members' right to participate voluntarily in administrative responsibilities, but not expected to and have right to refuse such duties without reprisal
- Members obligated to undertake training as required by law or by the Employer to inform them of work-related legal obligations or responsibilities under University or Senate policy
- Members obligated to maintain securely information that is under their control, in accordance with MAPP 1.23
- Members obligated to comply with copyright law, with indemnification when Member acting in the course of employment, in all cases except those of blatant, persistent violation once notice of alleged infringement has been received. Notice of right to Association assistance must be given when Member given notice of alleged infringement.

ANNUAL PERFORMANCE EVALUATION

- Staggered two-year terms of service on APE committees
- Part-time Member on APE committee may choose only to participate in evaluation of Part-Time Members
- Process for review of APE Procedures and Criteria aligned with Workload document: annual vote on whether to review, requirement for review every three years
- Distinct Procedures & Criteria documents for evaluating performance of Part-Time and Full-Time Members
- When Annual Report not submitted or has insufficient detail of activities, Committee sends request to Member to provide info within 5 working days; rating may be "below the acceptable level" when info not provided, but provisions related to using info in the Official File remain in place.
- Member not to be penalized for having taken Leave or having received accommodation
- Employer's proposed expansion of lower end of evaluation scale WITHDRAWN

APPOINTMENTS

- Clarification that teaching by graduate students under teaching by non-Members provisions does not count toward Part-Time Member status or Preferred Status
- Clarification of process for appointment and designation of Research Chairs; linking of funding to an individual is subject to approval of Appointments Committee
- Clarification of elements of election process for Appointments Committee
- Clarification of Search Committee composition
- Increase of maximum length of Limited-Term (LT) appointment to 7 years
- Appointments Committee must review any non-renewal of an LT Appointment after 7 (previously, before the end of 10) years of service

- Renewal as LT "with no end date" for LT Members with 14 or more years of continuous LT service (upon recommendation by Appointments Committee, approval of Dean, Provost); 67 Members eligible for such renewal in the four-year period of the Collective Agreement
- Letter of Appointment for Limited Duties (LD) Appointment to be normally provided within 4 weeks of start of classes
- Clarification of consequences of severance of LD and LT employment for Standing Appointment accruals
- Incorporation of MOU language on assessment criteria for Standing Appointment
- When insufficient courses in Standing Appointment holder's roster available to assign, Member to be consulted "in an attempt to identify and assign an alternate course the Member is qualified to teach" (formerly "best efforts")
- Standing Appointment holder may request to have courses added to her or his "basket" of courses
- Employer's proposed reduction of cap on number of courses a Member can teach in LD appointments in a year WITHDRAWN

CLOSURE AND REORGANIZATION OF AN ACADEMIC UNIT

- Clarification that Academic Review Committee to make recommendations
- LT "no end date" Members entitled to offer of reassignment
- Criteria to assess success of retraining to be specified; retraining costs borne by Employer; clarification that assessment of training success done by Appointments Committee

COMPENSATION AND BENEFITS

- See Highlights section for salary increase calculations
- Scale:
 - o Year 1: 1.25%, Year 2: 1.0%, Year 3: 1.0%, Year 4: 1.0%
- Lump Sum to Base:
 - o Year 1: \$1050 (=0.81% of average salary), Year 2: \$1050, Year 3: \$1050, Year 4: \$0
- Career Trajectory Fund: Year 4: \$800 per Member (=0.56% of average salary)
 - o first distributed to correct gender-based anomalies, then remaining funds "to be distributed systematically based on experience and accomplishment, but in a manner that gives special consideration to faculty whose salaries are determined to be below a trajectory appropriate to their career stage compared to similar faculty at comparator universities."
- Performance-Linked Career Progress (PLCP) for all FT Faculty:
 - o Breakpoints and Salary Point Values increase by 2% each year of the four-year agreement
- Employer's proposed "attenuation" of merit pay increases in upper salary range, as well as elements of their PLCP proposal disadvantaging LT Members WITHDRAWN
- Part-Time Base Rate and Experience Premium annual increases: 5%, 2%, 2%, 2%
- Flexible benefit credits for FT Members, as of January 1, 2016: \$2000 to be allocated freely, in \$100 increments, to the PER, the HCSA or a taxable Wellness Account (default if no election made, \$1400 PER and \$600 HCSA)

- Pension: For Full-Time Members with 20 years or more of Full-Time service who are contributing 5.5% of Pensionable Earnings, Employer contribution increases to 9.0%
- Pension: Members may elect at any time to increase their contribution from 1.5% to 5.5% (irrevocable election).
- Faculty Start-up Grant: automatic minimum \$6000 for all new Probationary Members and LT Members with at least 40% research workload
- Language on receiving portion of salary as Moving Expense Reimbursement or Research Grant, process, entitlement, and liability in the event of adverse Canada Revenue Agency assessment

DEPARTMENT CHAIRS AND DIRECTORS OF SCHOOLS

- Increase of minimum stipend to \$9000
- Stipend paid only while serving as Chair, not while on leave and not "red circled"; transition provisions allowing current Chairs to receive stipend under these or previous terms
- Procedure for review by Selection Committee when Dean has concerns about Chair's performance; language ensuring due process, including Chair's right to respond to Committee's and Dean's recommendations
- Incumbent Chair not eligible to serve on Chair Selection Committee for successor

DISCIPLINE

- Timeline for reviewing facts in an allegation, prior to launching investigation
- Employer's proposal to limit to 15 weeks period Member paid while awaiting criminal trial WITHDRAWN
- Employer's proposal to eliminate 4-month's salary lump-sum payment upon dismissal WITHDRAWN

DISCRIMINATION AND HARASSMENT

- To be finalized soon in joint subcommittee -- some details of timelines still under discussion; interim agreement thus far on a number of elements of process language

EDUCATION LEAVE

- Members to be notified of eligibility to apply for Education Leave
- Copy of application for Education Leave to go to Vice-Provost (Academic Planning, Policy and Faculty) to ensure decisions centrally monitored
- Eligibility to receive part of salary as Moving Expense Reimbursement and/or Research Grant

ELECTED PUBLIC OFFICE LEAVE

- One-year postponement of consideration for Promotion/Tenure when Member on Leave for at least 24 weeks

EMERGENCY SUSPENSION

- Employer's proposal to limit to 15 weeks period Member paid while on Emergency Suspension WITHDRAWN

EMPLOYMENT EQUITY

- Specification that search procedures to find qualified members of under-represented groups apply to Full-Time positions
- Provisions for reporting, when making Full-Time appointment, on available information on gender of candidates and appointees, and known information about membership in designated groups
- Criteria for evaluation of candidates not allowing for discrimination based on factors in Discrimination & Harassment Clauses 2 a) to 2 h); Employment Equity Committee to review criteria to determine whether criteria allow systematic discrimination based on those factors
- Data on probationary and tenured hires by gender and other designated groups to be provided to Employment Equity Committee, and reported to Senate, Board, and Association.

EXCHANGE LEAVE

- Eligibility to receive part of salary as Moving Expense Reimbursement and/or Research Grant

INFORMATION

- Employer to provide Association annually information on HCSA and PER allocation and usage
- Employer to provide Association annually data on proportion of teaching by Members on LD Appointments and Standing Appointment Assignments

INTELLECTUAL PROPERTY

- Copyright compliance as in Academic Responsibilities of Members
- Clarification of Employer and Member rights with respect to Patentable Intellectual Property (PIP)
- Clarification of reassignment of PIP when Employer decides not to pursue commercial exploitation of PIP
- Reduction of proportion of income from commercialization of PIP that Member pays to Employer

MANAGEMENT RESPONSIBILITIES

- Clarification of language about notice to Association regarding changes to recognized practices potentially affecting Members

PREGNANCY AND PARENTAL/ADOPTION LEAVE

- Language advising Members to contact Faculty Relations about other entitlements for leaves or alternative workload when they do not meet service eligibility for PPAL

PRIVACY

- Revision of language in Clause 7 on protection of Members' personal information when Employer contracts with third parties; Employer obligation to ensure compliance with FIPPA, and to notify Member of breach or of request for disclosure. Association to be notified of such contracts as soon as possible after executed.

PROFESSIONAL EXPENSE REIMBURSEMENT

- Changes as described in Compensation and Benefits

PROMOTION AND TENURE

- Recognition of potential bias in Student Questionnaires on Courses and Teaching
- Clarification of how increased Service component in workload considered in P&T decision
- Removal of automatic annual review process of Associate Professor files by P&T committee, which duplicates review done by the Dean
- Referees for promotion to Associate to be at rank of Associate or Professor; and for promotion to Professor, to be at rank of Professor
- Possibility to request consideration for probation extension when documented extenuating circumstances limited ability to perform duties for prolonged period

RECOGNITION

- Specification of limits on numbers of Associate Deans and Vice Deans
- AQ courses no longer to count toward PT Membership (see LU transition provisions for AQ)

RETIREMENT AND RESIGNATION

- LT "no end date" entitled to Phased Retirement

SABBATICAL LEAVE

- Sabbatical eligibility extended to Permanent LT Members (1998-2002 CA Transition Provisions), and LT Members at Associate or Professor rank with minimum 40% research workload
- Eligibility to receive part of salary as Moving Expense Reimbursement and/or Research Grant

WORKLOAD

- Votes on Workload document done only by Full-Time Members, while all Members elect Workload Committee, which may contain up to one Part-Time Member

LETTER OF UNDERSTANDING (LU) APPOINTMENTS 3D (FORMERLY 3C) (NEW)

- New LU formalizing agreement made in last round of bargaining regarding limits on graduate student teaching in French Studies (20 FCE) and Modern Languages and Literatures (31 FCE) that are in addition to other limits in Appointments Clause 3 d) (8% of available courses to PT Members or 10% in Unit)

LU SPECIAL PROVISIONS FOR APPOINTING ADDITIONAL ASSOCIATE DEANS AND VICE-DEANS

- Renewal maintaining terms of previous LU, with specification of numbers indicated in Recognition

LU CENTRE FOR AMERICAN STUDIES

- Renewal with change to Appointments process (elimination of ratification by Appointments Committee)

LU CENTRE FOR ENVIRONMENT AND SUSTAINABILITY

- Renewal with amendments: clarification of types of Appointment (Cross Appointment, Affiliate Appointment, Joint Appointment) and associated Appointment procedures

LU CENTRE FOR THEORY AND CRITICISM

- Renewal with amendments to language on course assignments, clarification of Standing Appointment preference in assigning teaching to Part-Time Members

LU DEPARTMENT OF ENGLISH/WRITING STUDIES

- Renewal with amendments to Joint Appointments Committee provisions: Associate Dean with voice but not vote; deletion of clause re: tentative list of Writing courses and "Writing" Appointments Committee

LU DEPARTMENT OF WOMEN'S STUDIES AND FEMINIST RESEARCH

- Renewal with amendments: electronic ballot option for elections; deletion of "mission" provisions (Clauses 10 to 10.2.2)

LU FIRST NATIONS STUDIES PROGRAM

- Renewal with changes to LD Appointments process (removal of Appointments Committee ratification language), clarifying Cross Appointments and Affiliate Appointments; Revision of Appointments Committee composition (2 Full-Time faculty Members in FNS and 3 from Faculty Councils of Faculty partners, no students, consultation with students and Indigenous Postsecondary Education Council); Terms of Advisory Committee for Director selection

LU IVEY WORKLOAD YEAR

- Renewal with housekeeping changes to wording

LU LIMITED DUTIES CONVERSIONS

- Up to 12 conversions of LD to LT, one per unit or two joint appointments per unit; Eligibility: average of at least 3.5 FCE per year over past four years

LU MASTERS IN PUBLIC HEALTH PROGRAM

- Renewal with clarification of types of appointments, adding Part-Time visiting Appointments, assignments under Appointments 3 d)

LU MUSIC PERFORMANCE STUDIES (MPS) – STUDIOS AND ENSEMBLES (NEW)

- Specifies how Studio & Ensemble courses counted for determining PT Member status, Preferred Status
- Forming of Joint Working Group to study issues related to Standing Appointments in MPS
- Employer's proposal that would seriously reduce Standing Appointment entitlements in MPS WITHDRAWN.

LU NON-TRADITIONAL UNITS

- Renewal with deletion of obsolete language: list of Units, deletion of deadline for developing plans or structures

LU OFFICE SPACE FOR PART-TIME FACULTY

- Renewal with change in name of LU (formerly Office Space for Standing Appointees)

LU ONLINE COURSES

- Renewal and revision of LU Distance Studies
- Distinguishes development and teaching of online course as part of Workload from Authoring Agreements (purview of former LU) and Commissioned Works (under terms of Intellectual Property article)
- Developer under Course Authoring Agreement holds copyright
- Developer under Course Authoring Agreement has right to teach first time offered
- Enrollment limits for online courses not to exceed maxima in unit Workload document

LU PAYROLL FOR STUDIOS IN THE FACULTY OF MUSIC

- Renewed with change of LU name (formerly Special Provisions for Administering Payroll within the Faculty of Music)

LU PHASED RETIREMENT

- Renewed with change of name (formerly Phased Retirement of Probationary and Tenured Members); removal of language specific to time period of last Collective Agreement

LU POSTING AND SELECTION OF LIMITED DUTIES INSTRUCTORS IN THE FACULTY OF EDUCATION

- Renewed

LU STANDING APPOINTMENT ACCRUALS

- Renewed

LU STUDENT QUESTIONNAIRES ON COURSES AND TEACHING (NEW)

- Recognition of possible bias in Student Questionnaires on Courses and Teaching
- Instructions to students on questionnaires advising to keep responses fair and constructive, and to avoid personal or vexatious comments

- Working group to implement recommendations of report of group created under 2006-2010 agreement
- Members may opt out of receiving written comments
- No Member shall be required to submit written comments for any evaluation process

LU TECHNICAL SUPPORT OF MACINTOSH

- Renewed

LU TRANSITION PROVISIONS FOR THE REMOVAL OF MEMBERS TEACHING ADDITIONAL QUALIFICATIONS COURSES FROM THE BARGAINING UNIT (NEW)

- Exit of AQ instructors from BU July 1, 2015
- Enhanced severances to AQ instructors teaching in 2013-14, 2014-15; total of approximately \$450,000 to be paid
- AQ instructors teaching in recent years to have first right to teach AQ courses when offered by Continuing Studies

LU WESTERN RESEARCH CHAIRS (NEW)

- Stipulation that candidates will be considered by Search Committee according to relevant provisions of Appointments article

LU JOINT WORKING GROUP: WELLNESS SPENDING ACCOUNT (NEW)

- New group with representation from various employee groups to develop Wellness Spending Account

APPENDIX C - ARBITRATORS

- Revisions to list of names

APPENDIX H – SUBJECT AREAS IN AQ, EDUCATION

- Remove as part of transition of AQ

C. HOUSEKEEPING CHANGES ONLY TO THE FOLLOWING

DEFINITIONS

ACADEMIC FREEDOM

ALTERNATIVE WORKLOAD

CONFLICT OF INTEREST AND CONFLICT OF COMMITMENT

COURT LEAVE

GRIEVANCE AND ARBITRATION

HEALTH AND SAFETY

WORKING CONDITIONS

LU BENEFITS FOR PART-TIME MEMBERS WITH TIER 1 STATUS

LU DOCUMENTATION OF WAIVERS

APPENDIX E – incorporated into DEFINITIONS

D. NO CHANGES TO THE FOLLOWING

ASSOCIATION DUES

ASSOCIATION RIGHTS

BASIC SCIENTISTS IN CLINICAL DEPARTMENTS

CHILD AND FAMILY CARE

COPIES OF THE AGREEMENT

DEFERRED SALARY LEAVE

ENTRY AND RETURN OF ACADEMIC ADMINISTRATORS

FINANCIAL EMERGENCY

IMPLICATIONS OF TECHNOLOGY

INCOME SECURITY

INSTITUTIONAL PERFORMANCE INDICATORS

JOINT COMMITTEE

LEAVE OF ABSENCE

LIABILITY INSURANCE

NO STRIKE OR LOCK-OUT

OFFICIAL FILE

REDUCED WORKLOAD

USE OF FACILITIES & SERVICES PROVIDED

VACATIONS AND HOLIDAYS

APPENDIX A – Certificate from OLRB, May 1998

APPENDIX B – CLA Statement on Intellectual Freedom

APPENDIX D – Studios and Ensembles in Music

APPENDIX F – Guidelines for Faculty in relationships with Research Associates, Post docs, etc.

2015-2016 UWOFA ELECTIONS

Slate of Nominees

Vice-President Ann Bigelow (DAN Management & Organizational Studies)

Secretary Hiran Perinpanayagam (Dentistry)

Designated Faculty Seat (one year term: July 1, 2015 to June 30, 2016)

Schulich School of Medicine & Dentistry John Ciriello (Physiology and Pharmacology)

Designated Faculty Seats (two year terms: July 1, 2015 to June 30, 2017)

Arts & Humanities Erica Lawson (Women's Studies & Feminist Research)

Information & Media Studies Amanda Grzyb (Information & Media Studies)

Health Sciences Volker Nolte (Kinesiology)

Librarians and Archivists (elect one) Elizabeth Mantz (Western Libraries)
Courtney Waugh (Western Libraries)

Science Hanan Lutfiyya (Computer Science)

Social Science Andriana Premat (Anthropology)

Designated Membership Seats (one year term: July 1, 2015 to June 30, 2016 – replacing a member who is resigning)

Part-Time Membership Jamie Johnston (English & Writing Studies)

At-large Seats (two year term: July 1, 2015 to June 30, 2017, one seat must be filled by a Part-Time Member)

Part-Time Member Natalie Pietrzak-Renaud (Earth Sciences)

Full-Time Member (elect two) Felix Lee (Chemistry)
Melanie Mills (Western Libraries)
Matt Stahl (Information & Media Studies)

Speaker for UWOFA (one year term) Stephen Pitel (Law)

Speaker for UWOFA-LA (one year term) Peggy Ellis (Western Libraries)

Secretary for UWOFA-LA (one year term) Elizabeth Marshall (Western Libraries)

For Information: Continuing Officers and Board Members in 2015-2016

President	Kristin Hoffmann (Western Libraries)
Past President	Alison Hearn (Information & Media Studies)
Treasurer	Rick Robertson (Ivey Business School)
Designated Faculty Seats	
Education	Marianne Larsen
Engineering	Anand Singh
Ivey Business School	John Wilson
Law	Sara Seck
Music	Jill Ball
Designated Membership Seat	
Limited-Term Membership	Nigmendra Narain (Political Science)
At-Large Seats	
	Marni Harrington (Librarian, Information & Media Studies)
	Marjorie Ratcliffe (Full-Time, Modern Languages & Literatures)

CAUT
Academic
Freedom
Fund

Fonds de la
liberté
académique
de l'ACPPU

January 27, 2015

Alison Hearn, President
University of Western Ontario
Faculty Association
Elborn College
1201 Western Road, Suite 2120
London, ON
N6G 1H1

Dear Alison:

We are writing to you on behalf of the CAUT Academic Freedom Fund.

Although your association has donated to the Fund in the past, it has not made a donation in the past five years. As the challenges to academic freedom are increasing in this difficult time, we are asking the University of Western Ontario Faculty Association (UWOFA) to consider making a donation in 2015 so that the Fund can remain in a healthy state.

As you know, the Fund was created to ensure that no academic staff association would have to abandon defence of academic freedom because the financial costs were more than it could reasonably afford. In this sense, the Fund is a catastrophic insurance plan for academic staff associations.

The Fund has had vital role in helping several associations continue very expensive defences of academic freedom. Among those assisted to date are the UBC Faculty Association, the University of Regina Faculty Association, the Laurentian University Faculty Association, the Trent University Faculty Association, the St. Thomas More College Faculty Union, the McGill Association of University Teachers, and the Association des professeures et professeurs de l'Université Saint-Paul.

Currently, we have \$965,710.15 in the Fund so are attempting to raise \$285,000. Your cheque should be made payable to the CAUT Academic Freedom Fund and sent to Chantal Vallerand, CAUT Operations Manager, 2705 Queensview Drive, Ottawa, Ontario, K2B 8K2.

We are enclosing for your information a record of donations since the Fund was first established and a copy of the Constitution and By-law of the Fund. If you have any questions about the Fund, please do not hesitate to contact us. We want to thank you in advance for considering this request.

Sincerely,



Robin Vose
President



David Robinson
Executive Director

Attachments

ACADEMIC FREEDOM FUND - MEMBER CONTRIBUTIONS

Association	Total Pledge	Pledge per Member	Pledge Reported to Council	Number of Members as of Last Contribution	Contributions Paid to Date	Contributions to be reported Apr 2015
Acadia	\$23,400.00	\$68.62	Apr2007	341	\$23,400.00	
ACIFA	\$5,000.00	\$12.89	Nov2013	388	\$5,000.00	
Alberta	\$32,000.00	\$7.59	Nov2008	4218	\$32,000.00	
Algoma	\$2,000.00	\$18.69	Apr2011	107	\$2,000.00	
Athabasca	\$10,000.00	\$46.08	Apr2003	217	\$10,000.00	
Atlantic School of Theology	\$910.00	\$82.73	Apr2013	11	\$910.00	
Augustana	\$3,000.00	\$33.33	Apr2005	90	\$3,000.00	
Bishop's	\$8,500.00	\$36.80	Apr2006	231	\$8,500.00	
Brandon	\$10,000.00	\$41.32	Apr2006	242	\$10,000.00	
Brescia	\$500.00	\$15.15	Apr2004	33	\$500.00	
British Columbia	\$25,000.00	\$8.74	Nov2007	2861	\$25,000.00	
Brock	\$20,000.00	\$34.84	Apr2014	574	\$20,000.00	
Calgary	\$146,015.00	\$74.73	Nov2014	1954	\$146,015.00	
Cape Breton	\$11,000.00	\$80.88	Nov2007	136	\$11,000.00	
Carleton	\$5,000.00	\$6.14	Apr2012	814	\$5,000.00	
FPSE-BC	\$17,000.00	\$15.02	Nov2014	1132	\$17,000.00	
Concordia	\$20,000.00	\$20.62	Apr2010	970	\$20,000.00	
Concordia U-C	\$2,000.00	\$32.79	Nov2014	61	\$2,000.00	
Dalhousie	\$40,000.00	\$40.53	Nov2013	964	\$40,000.00	
Guelph	\$28,225.00	\$35.37	Apr2013	798	\$28,225.00	
Hearst	\$500.00	\$25.00	Apr2005	20	\$500.00	
Huron	\$2,000.00	\$42.55	Apr2013	47	\$2,000.00	
King's (Halifax)						
King's (London)	\$4,000.00	\$48.19	Nov2008	83	\$4,000.00	
Lakehead						
Laurentian	\$13,000.00	\$19.91	Apr2014	653	\$13,000.00	
Laval	\$50,000.00	\$43.40	Apr2013	1152	\$50,000.00	
Lethbridge	\$3,660.00	\$9.29	Apr2004	394	\$3,660.00	
Manitoba	\$93,500.00	\$74.44	Nov2013	1256	\$93,500.00	
McGill	\$40,000.00	\$45.92	Nov2014	871	\$40,000.00	
McMaster	\$31,000.00	\$33.23	Apr2014	933	\$31,000.00	
McMaster - CUPE 3906						
McMaster - Librarians	\$500.00	\$29.41	Nov2011	17	\$500.00	
Memorial	\$39,290.00	\$43.70	Nov2012	899	\$39,290.00	
Moncton	\$16,000.00	\$56.74	Apr2012	282	\$16,000.00	
Moncton à Edmundston	\$3,250.00	\$59.09	Apr2012	55	\$3,250.00	
Moncton à Shippagan	\$1,500.00	\$37.50	Nov2013	40	\$1,500.00	
Mount Allison	\$18,000.00	\$93.75	Apr2010	192	\$18,000.00	
Mount Saint Vincent	\$14,720.00	\$93.76	Apr2006	157	\$14,720.00	
New Brunswick	\$80,000.00	\$95.01	Apr2014	842	\$80,000.00	
Nipissing	\$5,000.00	\$17.86	Nov2014	280	\$5,000.00	
Northern British Columbia	\$12,500.00	\$35.51	Apr2015	352	\$12,500.00	\$3,000.00
Northern Ontario School of Medicine	\$1,000.00	\$5.29	Nov2012	189	\$1,000.00	
Nova Scotia College of Art & Design	\$2,500.00	\$28.41	Apr2015	88	\$2,500.00	\$1,000.00
Ontario College of Art & Design	\$1,000.00	\$6.37	Apr2010	157	\$1,000.00	
Ontario Institute of Technology	\$3,000.00	\$13.76	Nov2014	218	\$3,000.00	
OPSEU			Page 2 of 3			

Association	Total Pledge	Pledge per Member	Pledge Reported to Council	Number of Members as of Last Contribution	Contributions Paid to Date	Contributions to be reported Apr 2015
Ottawa						
Prince Edward Island	\$8,000.00	\$21.51	Nov2013	372	\$8,000.00	
Queen's	\$35,000.00	\$33.21	Nov2013	1054	\$35,000.00	
Regina	\$14,500.00	\$13.53	Nov2012	1072	\$14,500.00	
Royal Military College	\$12,000.00	\$58.25	Apr2007	206	\$12,000.00	
Royal Roads	\$4,000.00	\$86.96	Apr2010	46	\$4,000.00	
Ryerson	\$20,000.00	\$30.44	Apr2007	657	\$20,000.00	
Sainte-Anne	\$3,000.00	\$68.18	Apr2014	44	\$3,000.00	
Saint-Boniface	\$5,500.00	\$59.14	Nov2009	93	\$5,500.00	
St. Francis Xavier	\$25,000.00	\$63.94	Apr2010	391	\$25,000.00	
St. Jeromes	\$1,500.00	\$48.39	Nov2012	31	\$1,500.00	
St. John's						
Saint Mary's	\$25,850.00	\$97.92	Nov2014	264	\$25,850.00	
Saint-Paul	\$2,000.00	\$30.77	Nov2010	65	\$2,000.00	
St. Mary's U-C	\$2,090.00	\$39.43	Nov2013	53	\$2,090.00	
St. Thomas	\$7,000.00	\$38.46	Apr2014	182	\$7,000.00	
St. Thomas More	\$12,500.00	\$168.92	Nov2013	74	\$12,500.00	
Saskatchewan	\$99,000.00	\$87.69	Apr2014	1129	\$99,000.00	
Simon Fraser	\$13,000.00	\$13.28	Apr2014	979	\$13,000.00	
Toronto	\$160,000.00	\$63.95	Nov2014	2502	\$160,000.00	
Toronto - CUPE 3902	\$2,000.00	\$3.08	Apr2011	649	\$2,000.00	
Trent	\$46,025.00	\$164.38	Apr2014	280	\$46,025.00	
Victoria	\$32,000.00	\$39.22	Apr2010	816	\$32,000.00	
Waterloo	\$30,000.00	\$26.09	Nov2014	1150	\$30,000.00	
Western Ontario	\$45,000.00	\$25.68	Apr2007	1752	\$45,000.00	
Wilfrid Laurier	\$25,000.00	\$27.81	Apr2010	899	\$25,000.00	
Windsor						
Winnipeg	\$8,000.00	\$25.72	Nov2009	311	\$8,000.00	
York	\$25,000.00	\$18.09	Nov2012	1382	\$25,000.00	
ANSUT	\$1,000.00				\$1,000.00	
CAFA						
CUFA/BC						
FNBFA						
MOFA	\$1,000.00				\$1,000.00	
OCUFA						
ACADFA	\$1,000.00		Nov2010		\$1,000.00	
CFA, Capilano	\$1,000.00		Apr2009		\$1,000.00	
Thompson Rivers	\$12,500.00		Apr2015		\$12,500.00	\$1,000.00
Mount Royal	\$8,000.00		Apr2013		\$8,000.00	
	\$1,532,935.00				\$1,532,935.00	
Individuals	\$320.00				\$320.00	
	\$1,533,255.00				\$1,533,255.00	