12 September 2018

BARGAINING UPDATE:
U OF R ACADEMIC STAFF

UNIVERSITY OF REGINA
FACULTY ASSOCIATION
Agenda

1. General update
2. Report on all articles opened (including financials and compensation)
3. The coming semester and beyond
General Update

- The current Collective Agreement expired 30 June 2017
- Bargaining began in May 2018
- Bargaining has been proceeding slowly
- Many non-contentious articles have been signed off
- A number of articles are open and being actively bargained
- The University’s proposals appear to signal a shift away from research and teaching priorities
Report on All Articles Opened

- Definitions
- Article 3: Harassment and Discrimination Prevention
- Article 4: Recognition
- Article 5: Academic Planning
- Article 8: Members of Academic Staff Excluded from the Bargaining Unit
- Article 9: Association Activity and Use of University Premises
- Article 10: Information
- Article 11: Working Environment
- Article 12: Appointments
- Article 13: Appointment Categories
- Article 14: Nature of Appointments
- Article 16: Performance of Duties
- Article 17: Performance Review
- Article 18: Career-Progress Decisions
- Article 19: Retirement and Termination of Employment
- Article 21: Grievances
- Article 24: Leaves
- Article 28: Duration of the Agreement
- Article 30: Instructional and Informational Technology
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Article 5: Academic Planning

- Instructor Ratio
  - Current CA: ratio of instructors to in-scope faculty (professors, associate professors, assistant professors, lecturers) cannot exceed 13%
  - The University has been in violation of this since at least 2015
  - Unresolved grievance on this issue
  - Our goal is to resolve this through collective bargaining
Article 5: Academic Planning

- Instructor Ratio (cont’d)
  - University proposal: increase the limit from 13% to 25%
    - No commitment to hire new faculty or to convert sessional instructors to permanent instructors
  - Current CA already guarantees conversion to instructor positions for qualified sessionals who have been working full-time hours for five years
  - Still in active discussion
Article 12: Appointments

- URFA’s focus is strengthening equity in the hiring process through a clarification of hiring procedures
- The University has outright rejected any part of the proposal that deviates from the current status quo
Article 13: Appointment Categories

- URFA’s primary focus is the sessional “preference” system
  - Proposed a redesigned system to increase clarity and transparency in sessional hiring
  - This proposal benefits faculty involved in sessional hiring
- The University outright rejected this
Article 14: Nature of Appointments

- Directly tied to Article 5, dependent on resolution of instructor ratio problem
Article 16: Performance of Duties

- The Parties have agreed to retain the option of a 6-month sabbatical.
- The outstanding issue is standard teaching hours:
  - At least 8 Canadian universities have provisions for limited teaching hours in their collective agreements.
  - URFA’s proposed language: “an academic staff member shall not be required to teach outside the hours of 8:30 am to 4:30 pm, Monday to Friday, without the explicit approval of that academic staff member.”
  - The University has outright rejected this multiple times.
Article 17: Performance Review

■ URFA proposes:
  – Introducing a performance review process for sessionals
  – Increasing the normal review cycle for tenured academic staff to every 5 years (from every 3 years)

■ The University...
Articles 17 (Performance Review), 18 (Career-Progress Decisions), and 19 (Retirement and Termination of Employment)

- We have not received a full proposal from the University on these articles
- The University proposed interest-based bargaining and provided an outline of their interests
- URFA finds many of the expressed interests troubling

- URFA proposes:
  - Equitable access to benefits, including eliminating the waiting period for new faculty
  - Flexible spending account to match the gains made at the APT bargaining table
  - Adding a 3% contribution from the University to member pensions

- This article has been deemed “monetary” and thus has not yet been discussed
Article 24: Leaves

- URFA proposes:
  - Improvement to parental leave over and above the recent changes to EI
  - Equity for accessing parental leave
Article 28: Duration and Continuance of the Contract

- URFA proposes a 3-year contract (2017-2020)
- The University is seeking a 4-year contract (2017-2021)
  - APT contract is 4 years (2017-2021)
Article 30: Instructional and Information Technology

■ URFA’s proposal strengthens Intellectual Property rights, and addresses the role of sessional course developers.
University Proposal: Appendix A

■ 2017: 0%
■ 2018: 0%
■ 2019: 0.5%
  - Elimination of merit
  - Adding three increment steps
■ 2020: 0.5%

■ Does not keep pace with inflation
Underfunded Academic Budget

The proportion of the overall budget for academic staff is less at the University of Regina than in the average of our comparators, and the gap is increasing.
Underfunded Academic Budget

On average, the University’s total spending on academic ranks grows by 1% less per year than our comparators’
The U of R pays notably less at the Full and Associate ranks.
Sample Out-of-Scope Salaries

The U of R has chosen to pay some out-of-scope administrators competitively, while faculty salaries remain below comparators’

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<th>Position</th>
<th>University of Regina: $</th>
<th>University of Toronto: $</th>
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Questions?

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Stay Informed

- Members of your negotiating team will be answering questions and handing out buttons and other materials in Riddell Centre:
  - September 13 – 11:00 - 1:00
  - September 14 – 11:00 – 1:00

- Watch your email for more updates
- Stop by the URFA office (CM 122) during business hours to review all proposals
- Contact your negotiating team by email (urfa@uregina.ca)