

# Bargaining Townhall: Campion Academic Staff

May 6, 2019



UNIVERSITY OF REGINA  
FACULTY ASSOCIATION

# Townhall Agenda

- Review U of R Collective Agreement Changes
- Survey Results
- Discuss Recommendations
- Bargaining Committee Nominations

# Review of U of R Agreement

# Article 5: Instructor Ratio

Relevance to Campion Bargaining:

- Campion currently has a 12% ratio
- U of R Instructors can now apply to be reviewed as Assistance Professors in order to be recategorized

“Instructors in all Faculties may apply for promotion, under the appropriate criteria document, to the rank of Assistant Professor. An Instructor who is meeting the relevant criteria shall be promoted to that rank”

Recommendation:

- Add this language to Article 14 of the campion agreement.

# Article 8: Member of the Academic Staff Excluded from the Bargaining Unit

## Relevance to Campion Bargaining

- Individuals must be members prior to being excluded as members

## Recommendation

- We recommend adopting language from the U of R negotiations

# Article 9: Association Activity and Use of University Premises

Relevance to Campion Bargaining:

- Campion currently has teaching release for the Chief Negotiator that are not being used
- Campion provides release for the President and Grievance Chair

“The University will provide the Faculty Association with teaching releases for academic staff members equal to nine (9) courses per academic year”

“The Faculty Association may, at its discretion, direct the University to pay to the Association the monetary value of up to three (3) sessional stipends in lieu of the teaching releases outlined in Article 9.7.1. These stipends may only be used by the Faculty Association in order to compensate sessionals who are members in good standing of the Faculty Association”

**Recommendation: Encourage Campion member participation in union business through course releases or equivalent.**

# Article 10: Information

Relevance to Campion Bargaining:

- There is a more frequent reporting of the sessional priority and preference list at U of R

“The University shall maintain and distribute at least thirty (30) days prior to the start of each semester an updated sessional priority and preference list as described in Article 10.1.3 to the Faculty Association, Deans, Directors, and Department Heads”

**Recommendation: That Campion adopt similar reporting frequency**

# Article 12 - Appointments

Relevance to Campion Bargaining:

- New Postings Section
- Notification of postings system
- New 'Priority' hiring pool
- Stronger commitment to employment equity
- Stronger workload language for sessionals in appointment offers and acceptance

Recommendation: We recommend adopting these principles and language from U of R where appropriate



# Article 13 – Appointment Categories and Compensation

## Relevance to Campion Bargaining:

- Sessional Lecturer IV pay rank
  - $(\text{Instructor Floor} * 0.7)/6$
- New 'Priority' hiring pool
- Right of first refusal vs. short list

## Recommendations:

- Adopt the Sessional Lecturer IV pay rank
- Determine through consultation the appropriate threshold for achieving preference and priority and Campion
- Keep the concept of shortlist, but introduce language that requires teaching experience at the college is taken into consideration by hiring committees for Instructor positions.

# Article 16 – Performance of Duties

Relevance to Champion:

- Instructors are technically excluded from eligibility for sabbatical

Recommendation:

- Add instructors to eligibility list for sabbaticals

# Article 17 and 18: Performance Review and Career Progress Decisions

## Relevance to Campion Bargaining:

- Application dates have changed
- The Merit application and review process has changed in the following ways
  - All merit reviews now only look back 3 years
  - sustained above average performance is tied to the review cycle
  - Exceptional performance can be granted outside of the review cycle
  - Streamlined merit application with less onerous documentation required (similar to campion's current practice)
  - A new merit committee replaces the Dean
- Tripartite review change
  - The criteria for submitting is that a comment is not supported by the evidence
  - Comments can now only be rescinded (altering is no longer an option)
- Career planning process for individuals in senior ranks\*
- Review process for sessionals
  - Department Head responsibility increased

## Recommendations:

- Create application dates suitable to the Campion context
- Restrict sustained meritorious performance applications within the review cycle
- Adopt the changes to the Tripartite process
- Adopt sessional review process

# Article 17 Cont'd

## 17.2.4

“Unless a performance review is requested by either the member or the Dean . . . tenured academic staff members holding the rank of Professor, Librarian IV, Laboratory/Clinical Instructor III, or Instructor III shall meet once every three years with their Dean for career planning”

“**The career planning process serves as a replacement for the regular performance review process** outlined in Article 17.12 to 17.21. The purpose of the meeting is to develop the member’s goals, recognize the member’s achievements, assess the member’s performance, and provide feedback on the member’s progress towards their career plan . . .”

“The documents to be provided by members in career planning are an updated CV, a draft career plan, career plans finalized at the previous such meeting, and a letter outlining the member’s progress in their career plan. Members wishing to apply for merit may do so in accordance with Article 18.3.”

# Article 21: Grievances

## Relevance to Campion Bargaining

- URFA has developed two different Informal Discussion processes between UofR and FNUniv – UofR limits informal discussion to 30 days prior to filing a grievance. In contrast, FNUniv provides 30 days to file a grievance after the conclusion of informal discussion.

## Recommendation:

The bargaining team requires membership input

# Article 23: Benefit Provisions

## Relevance for Campion

- Full-time equivalent sessionals receive full-time equivalent benefits
- Sessional Records of Employment are 208
- New Flexible Spending Account with increased funds
- Reaffirmation of liability protection while performing one's duties
- Total pension contributions increased to 16% (8% paid by the University and 8% paid by our members)

## Recommendations:

- Adopt social justice principles for sessional benefits including retirement
- Adopt Flexible Spending Account revamp and funds increase (add \$100 as one time sum in recognition of delay in bargaining)
- Consult with CAUT in drafting language to ensure members are adequately protected from liability in the performance of their duties.
- Increase pension contribution rates equivalent to main campus

# Article 24: Leaves

## Relevance for Campion

- Parental leave changed to reflect legislative changes
- Full-time equivalent sessionals provided parental leave top up
- Compassionate Care Leave updated to legislation

## Recommendations:

- Determine the needs within the Campion context
- Consider compassionate care top up

# Article 28: Duration and Continuance of the Agreement

## Relevance for Champion

- Four year term of the Collective Agreement

## Recommendations:

- Determine the needs within the Champion context



# Appendix A - Financials

Year	Summary of Agreement
1 (2017-2018)	<ul style="list-style-type: none"> <li>• 0% economic adjustment</li> </ul>
2 (2018-2019)	<ul style="list-style-type: none"> <li>• 0% economic adjustment</li> <li>• Lump sum of \$2,500 (not applied to base salaries) to be paid to full-time and full-time-equivalent academic staff members.</li> </ul>
3 (2019-2020)	<ul style="list-style-type: none"> <li>• 1.75% economic adjustment</li> <li>• Create Sessional Lecturer IV stipend</li> <li>• Lecturer pay scale set to midpoint between existing Lecturer pay scale and Assistant Professor pay scale</li> <li>• Add one, drop one increment</li> <li>• \$12,000/yr professional development fund for sessional lecturers</li> <li>• Create Program Chair administrative stipend.</li> <li>• Increase all in-scope administrative stipends</li> <li>• Increase APEA by \$600 effective May 1, 2019.</li> </ul>
4 (2020-2021)	<ul style="list-style-type: none"> <li>• 2% economic adjustment</li> <li>• Increase pension contributions to 16% effective January 1, 2021.</li> </ul>

# Article 30: Instructional and Information Technology

## Relevance for Campion

- Sessional Course Developers excluded from Article 30 and placed in new Appendix J
- “course materials” changed into “intellectual property”

## Recommendations

- Adopt change of “course materials” to “intellectual property”
- Determine sessional course developer status within the context of Campion College

# Survey Results

# Recommendations

# Additional Recommendations

- Establish a more clearly defined review process for criteria documents
- Extend preference/priority for sessionals if they accept a term position
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# Nominations

# Questions

