

NEWS FROM UWFA

EDITOR: DANIEL STONE

1997 / 1998 UWFA
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LIBRARIAN REPRESENTATIVE:
Linwood DeLong

GRIEVANCE OFFICER:
Don Jewison, English

PAST - PRESIDENT:
Alden Turner, English

OFFICE - ROOM 302 SPARLING HALL:
Kim Best (9430)

WELCOME !

UWFA would like to welcome Dean Michael Zaworotko to campus. We look forward to many years of amicable relations in the interest of The University of Winnipeg and its Faculty.

Daniel Stone, Editor

***BULLETIN:** As we went to press, the University Administration announced a Travel Plan that would restrict UWFA Members' traditional rights to make their own arrangements for university-related business such as research trips and conference travel. UWFA was not consulted and is considering various responses including filing a grievance.*

President's Report

There are several things worth reporting on at this time.

Of small significance, though important, is the renovation of our offices on the 3rd floor of Sparling Hall. Three small offices have been consolidated into two large spaces, one for our Office Manager, Kim Best, the other as a conference room for the UWFA Executive and other

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committees. This project should be completed by the end of January. Come up and visit us.

Presently underway is a drafting of a University of Winnipeg Act. Hitherto we have been governed by an order-in-council. Now we are to be provided with a statute of our own. The Board of Regents set up a sub-committee to hear presentations on draft legislation. I regret that the Senate was not included more significantly in this process. However, I did make a presentation to the Board sub-committee in December. My concern was to ensure that Senate be clearly defined as the seat of academic policy-making in the University, and that Senate have continuing, significant faculty representation. I am confident about the former but not about the latter.

The draft act has been sent to the Provincial Government and we await what the Government's drafting staff will achieve. Clearly an issue obsessing the government is mandatory retirement. UWFA has not yet taken a position on this. Frankly, there are not many Members that are still teaching after the age of 65, anyway. In any event, the Administration's draft Act doesn't ask for the power to negotiate mandatory retirement. For now we must await the government's own version of the Act. UWFA will monitor these events and present positions that we believe advance Members' interests.

Also, before Christmas, David Cheal, then our Grievance Officer and I, negotiated with the President, Dr. Hanen, some clarification of the merit award system. UWFA was concerned that the administration of the merit award system had effectively broken down with at least

two years worth of evaluations apparently spinning around in a sort of bureaucratic cyber space. UWFA contemplated a policy grievance. But after discussion with President, Dr. Hanen, we agreed that so-called Letters of Commendation issued in May 1997 and later would be properly designated as merit award letters and that final decision for the evaluation periods 1995 and 1996 would be made by December 1997 in the first case, and February 1998 in the second case. I am happy that this breakdown in decision-making has finally been rectified. Dr. Hanen has communicated these matters to Faculty and Members.

Finally, this Newsletter contains a report on negotiations. As I have said before, this time round we have tried to conduct negotiations in a different way. We need to cut out extraneous and unnecessary conflict between the two sides and focus on the matters that are of real concern. Negotiations have been underway for some time; we notice that they are quieter than in the past. Whether this will continue I cannot say. It will depend on what progress our team makes at the negotiating table. I am encouraged by recent events however. Particularly at the session on Friday the 17th of January. Compensation and monetary matters were discussed in detail and systematically. I feel that negotiations are moving. For now we must let them take their course. UWFA's Executive in consultation with the Bargaining Team is constantly assessing the negotiating situation, and the possibility of a different strategy and a different ambience is constantly being assessed.

Allen Mills, President

REPORT OF THE CHIEF NEGOTIATOR

Negotiations toward a Collective Agreement between the UWFA and the University of Winnipeg Board of Regents are proceeding in a positive and constructive manner. All matters except Compensation, Pay Equity, Benefits, and several proposed changes to Redundancy and Financial Exigency provisions have been resolved.

The UWFA and Management teams are at present engaged in discussion of concrete proposals to alter both the level of compensation and the form of the salary scale as it affects UWFA Members.

The UWFA team continues to press for a system which will ensure both external and internal equity in matters of compensation, specifically stressing the need to achieve "equal pay for equal work" with faculty at the University of Manitoba, and to apply this standard across the entire range of ranks in an equitable fashion. The Management team members do not directly challenge the desirability of full equity, but differ somewhat in their definition of it, and continue to stress a perceived need to proceed cautiously in a financial situation in which they feel our "sustainability" is at risk.

Considerable progress has been made toward bringing these two points of view together wherever UWFA equity concerns coincide with Management's desire to make entry levels competitive with other Universities hiring new faculty. There is less agreement regarding the UWFA contention that equity is not limited to competitiveness.

Specifically, the UWFA team is committed to ensuring that improvement in

any area of the system is not paid for by a worsening of the situation for Members in any other part of the system. At this stage, a great deal of attention of both teams is focused on analyzing the impact of various concrete proposals on UWFA members both individually and collectively, as well as on the overall financial situation of the University.

The interchange on these matters is vigorous and frank, but remains cordial and constructive. Our impression is that an effort is being made by all concerned to accomplish accommodation of the real and valid interest of both parties, while establishing a healthy foundation for trust, confidence, and economic justice within the University community.

REG SKENE,
CHIEF NEGOTIATOR



NEW GRIEVANCE OFFICER

Don Jewison (English) accepted the position of U.W.F.A. Grievance Officer. He replaced David Cheal, who resigned. Don served as U.W.F.A. President and Chair of the English Department, among other administrative positions. You can contact Don at 9281.



EARLY RETIREMENT UPDATE

by Ron Norton

There has been one change in the Early Retirement package that may be of interest to potential early retirees. In the previous version of the plan, a person who was eligible for a full sabbatical would receive four months of terminal leave at 80% of his/her salary. A person eligible for a half-leave would receive two months terminal leave. All leaves would have to be completed before September 1, 1999. Several people pointed out it made more sense to remain on full salary to the end of August. As a result, the Administration has decided to make the leave entitlement a cash pay out. A person eligible for a full leave can now claim a cash pay out of 80% of the money they would earn over a four month period. Those eligible for a half-leave could claim 80% of two months salary. This money can be put into an RRSP or equivalent and, as a result, is not taxable.

As of January 26, 1998 17-18 people have asked for Human Resources to provide information on what their pensions would be if they chose to retire. More people are expected to make inquiries as the May 31, deadline approaches.

Human Resources has also announced two retirement seminars. These are all day affairs and should be useful in planning your retirement. If you are interested in attending one of these seminars, contact Mary Anne Walls at 786-9280.

Finally, in my last report on the early pension plan I provided you with incorrect information concerning penalties for retiring early outside an early retirement plan. I stated that the penalty had been changed from .25% per month to .50% per month to more accurately reflect the costs to the plan when a person retires early. The above is only partly true. If a person retires/leaves the university within 10 years of their normal retirement date of 65, the penalty is still .25% per month. If, however, the person leaves prior to age 55 the penalty is .50% per month. I hope this information is helpful to you.

RECENT SETTLEMENTS ACROSS CANADA

(Information provided by CAUT)

EAST:

ONTARIO COLLEGE OF ART AND DESIGN (OCAD)

- * One-year agreement.
- * 2% across-the-board - effective 9/1/97.
- * 1% across-the-board - effective 5/1/98.
- * Progress Through the Ranks (CDI's) will be maintained.
- * Improvements to benefits package.

RYERSON

- * Agreement expires June 30, 1998
- * Salary increase of one increment - retroactive to 9/1/96
- * Plus One (1) increment effective 9/1/97

NIPISSING

- * One-year agreement
- * Will receive 1996/97 increments - approximate value 2.3%
- * No "Rae Days" (7 were demanded by the administration)
- * Improvements to sabbatical leaves and workload

WESTERN

- * 2-year agreement - 1996/98
- * Commitment by University to maintain faculty salaries as 5th highest in Ontario
- * 1st year base increase of .75%
- * No scale increase in 2nd year
- * Differential scale adjustments for faculty earning less than \$70,000. Faculty making less than \$50,000, will receive an increase of \$3500. At \$65,000, the differential drops to \$875. Lecturers and Instructors will receive an increase of \$500, plus the .75% scale increase.
- * Floor adjustments ranging from 6.9% for Lecturer rank, 13.3% for Instructor rank, 12.2% for Assistant Floor, 15.8% for the Associate Floor and an 11% adjustment to the Full Professor floor.
- * New merit scheme adopted, based on a 5-point rating system with value of merit points determined by salary range.
- * An anomalies fund to be set up for additional salary increases of between \$1,000. and \$5,000.

WILFRID LAURIER

- * 3-year agreement.
- * Scale increases:
 - year 1 - 2.18%
 - year 2 - 1.94%
 - year 3 - 2.5%



LAURENTIAN

- * 1-year agreement.
- * 1% base increase plus \$500.
- * Members at or near thresholds will be allowed to exceed ceilings to accommodate the increase.
- * Progress-through-the-ranks will be added to salaries 7/1/98.
- * Implementation of a benefits plan for faculty association retirees.

LAKEHEAD

- * 3-year agreement expiring 6/30/2000
- * Floors of the Assistant Professor and Librarian II floor increased by \$200 in each of the first 2 years of the agreement.
- * 1.5% scale increase effective 1999/2000.
- * CDI's will be 5% of the Assistant floor in each of the three years for faculty and 4.2% of the Librarian II floor for Librarians.

WEST**UNIVERSITY OF BRITISH COLUMBIA**

- * 4-year agreement.
- * 1% across-the-board increase effective 3/98.
- * 2% increase 7/2000.
- * Full Career Progress Increments, merit and performance salary adjustments
- * Anomalies fund of \$500,000.
- * Professional Development Allowance will come into effect in 2nd year.
- * Improved study leave - 80% of salary after 6 years for a 12 month leave, and 90% after 6 years for a 6 month leave.

SIMON FRASER

- * 2-year agreement.
- * 1% general scale increase effective 7/1/98 to all salaries below \$99,999.
- * 0.84% improvements to benefits.
- * Full increments in both years.

UNIVERSITY OF VICTORIA

- * 3-year agreement.
- * Floors of Senior Instructor and Assistant Professors raised over 3 years to \$45,000.
- * Floors for Associate Professors raised to \$58,000.
- * Floors for Full Professor raised to \$67,000.
- * CDI's awarded in each of 3 years and the CDI amount increased nominally in each year.

CALGARY

- * 3-year agreement expiring 06/99.
- * 5% scale increase returned to membership by end of the contract.

REGINA

- * 3-year agreement expiring 06/99
- * Increases to floors, ceilings and merit increments
- * \$1000. signing bonus payable in cash or APEA (professional development fund)



So You Wanted More Data on Faculty Turnover?

By Hugh Grant

Several people requested more details on faculty turnover. For those so inclined, hopefully the data below (covering 1986/87 to 1997/98) provides more grist for the mill. In summary:

- \$ there were 88 departures through retirement, death/disability and resignations (21 per cent were women);
- \$ there were 91 new appointments (38 per cent were women);
- \$ after adjusting for movements in and out of administration, there are 11 fewer men and 17 more women holding tenured or tenure-track appointments today than there were in 1986.

Faculty Turnover, Tenure-Track Professoriate Appointments, 1985/86-1997/98₁

Year	Retirements ₂		Resignations		New Hires ₃		Net Change ₄	
	Men	Women	Men	Women	Men	Women	Men	Women
1986/87	2	0	5	0	10	3	+3	+4
1987/88	3	1	2	0	5	4	0	+3
1988/89	1	0	0	2	2	4	0	+2
1989/90	2	0	1	2	6	4	+3	+2
1990/91	10	1	0	2	6	1	-4	-2
1986/91	18	2	8	6	29	16	+2	+9
1991/92	10	0	1	1	6	5	-6	+4
1992/93	0	0	0	0	5	4	+7	+3
1993/94	1	0	1	1	1	2	0	+1
1994/95	1	0	3	0	2	3	-1	+2
1995/97	19	4	4	1	9	3	-14	-2
1997/98	3	1	0	1	4	2	+1	0
1991/97	34	7	9	4	27	19	-13	+8
1986/97	52	9	17	10	56	35	-11	+17
% Female		15%		37%		38%		

Notes:

1. Retirements includes deaths and those going on long-term disability leave.
2. "New Hires" include those converted from non-professoriate ranks or limited-term contracts to tenure-track professoriate ranks.
3. The net change includes movements in and out of administrative positions.

Source: UWFA salary data.

Anticipating one question not answered above, between 1985/86 and 1997/98, the percentage of women in the professoriate (including all ranks) has risen from 20 to 27 per cent; and from 26 to 30 per cent among all UWFA Members.

Tenure-Track Appointments

1996/87-1997/98

