

# NEWS FROM UWFA

EDITOR: DANIEL STONE

## 1995/96 UWFA EXECUTIVE COUNCIL

### PRESIDENT:

Alden Turner, English

### VICE - PRESIDENT

Kristine Hansen, Psychology

### SECRETARY:

Edward Byard, Biology

### TREASURER:

Blake Taylor, Theatre and Drama

### MEMBERS-AT-LARGE:

Neil Besner, English  
David Cheal, Sociology  
Peggy Day, Religious Studies  
Tony Kuz, Geography  
Brent Stearns, Philosophy  
Desiree Vanderwel

### COLLEGIATE REPRESENTATIVE:

Howard Mathieson

### INSTRUCTOR REPRESENTATIVE:

Charles Porter, Theatre and Drama

### LIBRARIAN REPRESENTATIVE:

Linwood DeLong

### GRIEVANCE OFFICER:

Tim Babcock, Theatre and Drama

### PAST - PRESIDENT:

Tim Babcock, Theatre and Drama

### OFFICE - ROOM 306 SPARLING HALL:

Kim Best (9430)



## resident's Report

On Friday, June 23rd, the UWFA Negotiating Team tabled a comprehensive package of governance and salary proposals approved by the UWFA Executive Council. As our Chief Negotiator, Ed Byard, was making his formal presentation of our proposals, he was interrupted twice by the Director of Human Resources, Terry Voss, who accused UWFA of bargaining in "bad faith". I have written to the President, Marsha Hanen, with the request that Mr. Voss provide our Team with a written apology for his inflammatory behaviour at the Table.

On Friday, June 30th, Support Staff members will be taking a day off without pay. UWFA Members will experience a reduced level of services at the University on that day, but you should plan to conduct your research and teaching activities as usual.

Alden Turner

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## CHIEF NEGOTIATORS REPORT

In the last edition of the UWFA Newsletter, I reported the series of events that led up to our attempting to put together a "quick" settlement of contract negotiations, and that these attempts had failed. In this series of informal proposals, UWFA had suggested that we would be willing to take six days off without pay, a fully funded increment, a freeze on salary scales, and some editorial changes to the collective agreement. The Board team had countered with a freeze, a half increment, and ten days without pay, but had asked to include several governance changes into the package. There was some attempt to modify these proposals on both sides, but, ultimately, the process foundered on the number of days without pay. The Board position was placed very simply: since other units on campus (AESES, IUOE, excluded staff) had agreed to ten days without pay, the number of days was not negotiable, to preserve the principle of equity. The UWFA negotiating team decided that since there was no commitment to reduce days without pay, and in fact the number of days appeared to be escalating, there was no further purpose to be served by continuing on this path of concessionary bargaining. We thus served notice that we wished to return to the bargaining table to talk about our formal proposal package, which had been held in abeyance since April.

The team and the UWFA Executive assembled the proposal package. It included several comprehensive governance changes to improve UWFA access to information, the ability to protect our Members from the consequences of Board policies, and changes to streamline evaluation procedures. With respect to salaries and benefits, we tabled a package which included a cost of living adjustment to salary scales, fully funded CDI's, and a catch-up component to move the University salary floors closer to the median salary floors of small universities in Canada. We suggested the current package of benefits remain in place at current levels.

This package was brought to the table on June 23. It was greeted with hostility by the other side. In fact, we were accused of bargaining in bad faith, since the Board team seemed to be of the opinion that we had, in fact, no proposals to bring since they had not been tabled earlier in the process. After some discussion on process, we were allowed to table the proposals, and to provide a rationale for them.

It is not clear what will happen next. The Board team seems to be uncertain as to whether UWFA is legitimately seeking an agreement, and appears uncertain as to whether appropriate procedures have been followed. They have indicated that they will make some kind of response within the next few days. The UWFA negotiating team stands ready to listen to whatever is contained in this response, and is fully committed to reaching a negotiated settlement. Given various holiday commitments, we will not be able to meet at the negotiating table until early August.

If you have any questions regarding the negotiations, please call me.

Ed Byard, UWFA Chief Negotiator.

### UWFA OFFICE SUMMER CLOSURE

The UWFA Office will be closed:

July 1 - 14  
July 24 - August 11  
August 22 - August 26

## BARGAINING ISSUES ON NON-MONETARY MATTERS

The following are the major aims of the Executive and Negotiating Committee on non-monetary matters:

### UNION RIGHT TO SHARE IN DECISION-MAKING

- ensure full use of Joint Consultative Committee
- gain a greater role in review and search committees for senior administration
- gain greater access to the Board of Regents and Senate
- gain greater access to information
- incorporate the Sexual Harassment, Human Rights, and Academic Fraud policies in the Collective Agreement

### REDUNDANCY

- extend protection to "academic programmes"
- prevent by-passing existing procedures

### MATTERS OF CONCERN TO INDIVIDUAL UWFA MEMBERS

- institute biennial evaluations
- implement existing merit pay awards
- provide copyright protection to telecourses (with royalties)
- improve official holiday entitlement
- possible promotion of Instructor III to Assistant Professor

### HIRING AND PART-TIME FACULTY

- keep teaching loads for sessional faculty at University norm (including 8 and 10 month appointments)
  - make hiring procedures clearer with specific deadlines
- Daniel Stone based on information from the UWFA Executive

## UWFA EXECUTIVE PROFILES

### BRENT STEARNS

Professor of Philosophy

**Teaching specialties:** Philosophy of Religion, American Philosophy, Philosophy of Science

**Research Interests:** Issues in religious epistemology such as irony and subversion in religious language; the impact of feminism on theological method

**Years at UW:** 25

**Recent UWFA activities:** Job Action Coordinator, Philosophy Department

**Recent UW Positions or Activities:** Co-Chair, Religion and Life Week Committee; Coordinator of Philosophy Forum series, "Postmodernism in the Disciplines"

### DESIREE VANDERWEL

Assistant Professor of Chemistry

**Teaching specialties:** Organic Chemistry, Biochemistry, Synthetic Organic Chemistry

**Research Interest:** Insect biochemistry

**Recent UW Positions or Activities:** Chair, FCAS Curriculum Committee, Internal Review Committee on the Writing Program (member)



SALARY FLOORS OF COMPARABLE UNDERGRADUATE UNIVERSITIES, 1992-95

|                      | 1992-93                 |              | 1993-94                 |              | 1994-95                 |              |
|----------------------|-------------------------|--------------|-------------------------|--------------|-------------------------|--------------|
|                      | SALARY FLOORS<br>Assist | FULL<br>Full | SALARY FLOORS<br>Assist | FULL<br>Full | SALARY FLOORS<br>Assist | FULL<br>Full |
| ACADIA               | 35999                   | 44735        | 38159                   | 47419        | 38159                   | 47419        |
| BISHOPS              | 38585                   | 50161        |                         |              | 40128                   | 52166        |
| BRANDON              | 34978                   | 45909        | 34978                   | 45909        | 37798                   | 50117        |
| BROCK                | 37975                   | 45535        | 37975                   | 45535        | 37975                   | 45535        |
| CAPE BRETON          | 30858                   | 40081        | 30858                   | 40081        | 29932                   | 38879        |
| LAKEHEAD             | 39768                   | 49120        | 39169                   | 49120        | 39169                   | 49120        |
| LAURENTIAN           | 43255                   | 53757        | 43255                   | 53757        | 45130                   | 55843        |
| LETHBRIDGE           | 37350                   | 44530        | 37350                   | 44530        | 37350                   | 44530        |
| MONCTON              | 33366                   | 42156        | 34033                   | 42999        | 34884                   | 44074        |
| MOUNT ALLISON        | 34169                   | 43395        | 34852                   | 44263        | 34852                   | 44263        |
| MOUNT ST. VINCENT    | 36712                   | 44743        | 36712                   | 44743        | 35612                   | 43401        |
| PRINCE EDWARD ISLAND | 36534                   | 47494        |                         |              |                         |              |
| ST. FRANCIS XAVIER   | 36911                   | 45484        | 36911                   | 45484        | 35804                   | 44119        |
| ST. MARY'S           | 37763                   | 46857        | 37763                   | 46857        | 36630                   | 45451        |
| ST. THOMAS           | 38756                   | 48448        | 40035                   | 50047        | 40035                   | 50047        |
| TRENT                | 41816                   | 54036        | 41816                   | 54036        | 41816                   | 54036        |
| WILFRED LAURIER      | 37344                   | 48021        | 37810                   | 48621        | 37810                   | 48621        |
| AVERAGE              | 37185                   | 46733        | 37445                   | 47380        | 37693                   | 47351        |
| % ABOVE WINNIPEG     | +6.4                    | +4.8         | +7.1                    | +6.2         | +7.9                    | +6.2         |
| WINNIPEG             | 34948                   | 44595        | 34948                   | 44595        | 34948                   | 44595        |
| DIFFERENCE           | -2237                   | -2138        | -2497                   | -2785        | -2745                   | -2756        |
| RANK                 | 15/18                   | 14/18        | 15/18                   | 14/18        | 15/18                   | 12/18        |

Prepared by Michael Benarroch (Economics), UWFA Grievance Officer