

GMUFA 2020 Collective Agreement Bargaining Proposals

	<i>Affected Members</i>	<i>Issue</i>	<i>Proposal</i>	<i>Context and Clarification</i>
	Compensation			
1.	All	Salary	To seek improvements to member salaries, including but not limited to an across the board Cost of Living Adjustment (COLA)	
2.	Tenured/Tenure-Track + Sessional	“Red-Circle” Salaries	To continue to protect the salary of members (both sessional and tenure/tenure-track) who are being paid above the salary range for their position (i.e. who have been “red-circled”)	See the Letter of Understanding on Page 81 of the current collective agreement
3.	All	Overpayments	To establish additional parameters on the repayment of debts arising out of administrative errors in payroll that are not immediately detected.	
4.	Tenure/Tenure-Track with Rank	Promotion	To provide eligible members with an extra salary grid step on July 1 st should they be successful in promotion	
	Benefits and Leaves			
5.	Benefits-Eligible Members	Benefits	To increase the employer’s contribution to the benefits plan	Current benefits payment ratio is 80/20 (Employer/Employee)
6.	All	Faculty Development Fund	To secure greater investment in Faculty Professional Development via improvements in both the funding and the management of the Faculty Development Fund	
7.	Tenured	Sabbatical	To streamline and improve the application and adjudication process for sabbaticals and improve access to sabbatical leave	
8.	Tenure/Tenure-Track	Funded Leave	To establish an Employee-Funded Leave of Absence	Some collective agreements provide a framework whereby employees can, for a pre-determined period of time, defer a percentage of their salary to be used for a leave of absence.
9.	All	Bereavement Leave	To improve the provisions around Bereavement Leave.	Current language is 5 working days for Bereavement (paid). This is above minimum standards but likely not realistic in terms of what may actually be required for someone experiencing a bereavement. The international makeup of our association also means that many members may also be required to travel

				and make arrangements across long distances.
10.	All	Parental Leave	To improve the provisions of the Supplemental Employment Insurance Benefit Plan.	The SEIB Plan provides a parental leave “top up” for a maximum of 15 weeks.
11.	Sessional	Sick Leave	To introduce proper sick leave provisions for members with sessional appointments	
	Workload			
12.	Chairs	Workload	To establish minimum standards of release for Chairs during the term of their service	In-term release for Chairs is currently at the discretion of the Dean, after consultation with the Chair.
13.	Chairs	Workload	To ensure that Chairs are given due consideration with respect to workload upon completion of one term of service	
14.	Instructional	Class size and Workload	To establish a framework for ensuring that instructional work cannot be intensified through unilateral increases in class sizes.	Some academic collective agreements put parameters around how class sizes are determined and/or how the determination of class size will impact workload and compensation.
15.	Tenure/Tenure-Track Instructional	Course Release	To provide more flexibility for the provision of course release for members with a significant teaching commitment in a given academic year	
16.	Tenured	Retirement	To introduce more flexible provisions for members seeking a transition to retirement.	
	Performance Evaluation, Tenure, and Promotion			
17.	Instructional	Evaluation of Teaching	To introduce additional controls around the use and administration of student evaluations of teaching	Based on FA Surveys, there is faculty support for the continued use of SETs at MacEwan. However, faculty are also strongly in favour of introducing additional controls around how these surveys are conducted as well as the implementation of their results. Specific controls could include more regular assessment of the survey instrument, minimum standards for response rates, turning control over the SETs over to the

				faculty, additional tools for contextualizing survey results, or restrictions against the use of certain kinds of survey data in the evaluation of performance.
18.	Tenure/Tenure-Track with Rank	Promotion	To more explicitly recognize significant service as a consideration in the criteria for promotion	Examples of significant service may include Department Chair and secondments to administrative positions
19.	Tenure, Tenure-Track and Nurse Educators	Evaluation	To introduce an appeal process for Performance Evaluation, Tenure, and Promotion	
20.	Tenure, Tenure-Track, and Nurse Educators	Evaluation	To move to a biennial annual reporting and performance evaluation model	
	Other			
21.	All	Office and Working Space	To establish minimum standards for the provision of office and working space for FA Members (both sessional and tenure/tenure-track)	
22.	Tenure-Track	Reorganization	To include Tenure-Track members within the provisions of the reorganization/reassignment articles	
23.	Association	Reporting	To introduce, as needed on a case-by-case basis, reporting requirements on matters of university governance and decision-making and; To expand the requirements for reporting of member information to FA via the membership lists	An example of increased reporting requirements can be found in Article 9. Right now, the FA is notified of tenure/extension of probation decisions but <u>not</u> promotion decisions.
24.	Association	Health and Safety	To introduce a Health and Safety article into our agreement.	Most collective agreements contain language that directs how the parties will implement H&S legislation. Many agreements also stipulate how the systems and processes will be modified to maintain worker protections in case H&S legislation is amended or repealed
25.	Association	Out-of-Scope Teaching Appointments	To establish a framework for managing teaching assignments for senior administrators.	The parties have a Letter of Understanding (Page 78) that acknowledges that certain senior administrator positions require an academic appointment. The Letter does not give the parties any direction in those cases where senior administrators

				wish to continue teaching during their administrative appointment or when administrators are returned to their academic appointments upon completion of their terms of service.
26.	Association	Housekeeping	To address, as needed on a case-by-case basis, typographical errors, improper or awkward phrasing, and contradictory or inconsistent language	
27.	Association	Term	To secure a multi-year agreement	

Proposals Assigned to “the Working Group” per the Letter of Understanding – Page 82¹

<i>Affected Members</i>	<i>2019 Proposal #</i>	<i>Proposal</i>
Science Lab Instructors + Supervisors, Faculty School Advisors, Instructional Assistants	C2	To introduce language in the collective agreement that reflects the autonomy, flexibility, and responsibilities of these appointment types
University Preparation (UP) + English as an Additional Language (EAL)	C3	To address the additional service requirements of the role of Head Instructor in UP and EAL
UP + EAL	C4	To ensure job security and address the full-time to sessional composition imbalance in UP and EAL
UP + EAL	C5	To ensure workload language reflects established standards and practice.
Nurse Educators	C8c	To establish criteria for the assignment of contract length
Sessional	C10a	To address work performed but not recognized by members with sessional appointments including mandatory training, grade appeals, deferred grading, etc.
Instructional	C10b	To address unrecognized instructional work including the supervision of independent studies, field placements, and honours work
Sessional	D3	To address sustainability of work and security for members with sessional appointments

¹ From the LoU: “If the parties are unable to come to agreement on any of the above proposals prior to the notice to commence collective bargaining in accordance with Article 3 of the collective agreement, the proposals outlined [above] will form part of the respective parties bargaining proposals in the next round of bargaining.”