



FACULTY ASSOCIATION NEGOTIATIONS COMMITTEE

Collective Bargaining 2020

APPROACH TO COLLECTIVE BARGAINING

1. **Unify & Stabilize**
2. **Responsible
Leadership**
3. **Investment**
4. **Equitable Results**

Objective

Our overall objective is to target areas related to our **Collective Agreement** that ought to be **Introduced, Improved, or made more Inclusive!**

TIMELINE

1: Appoint members to the Faculty Association Negotiations Committee (FANC)

Meet your 2020 Faculty Association Negotiations Committee (FANC)



Graham Baker

Professional Officer

Grant MacEwan
University Faculty
Association



Rob Falconer (Chair)

Associate Professor

Humanities



Melissa Hills

Associate Professor

Biological Sciences



Margaret Milner

Associate Professor

Nursing Science



Alissa Overend

Associate Professor

Sociology



Shannon Robertson

Sessional Instructor

English

TIMELINE

2: FA Board analyzes the bargaining survey, listens to input from FANC and the FA Staff, and considers items left from last round of bargaining in order to produce the **Proposal Document**.

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.	
	Benefits and Leaves			
4.	Benefits-Eligible Members	Benefits	To increase the employer's contribution to the benefits plan	Current benefits payment ratio is 80/20 (Employer/Employee)
5.	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	
6.	Tenured Member	Sabbatical	To streamline and improve the application and adjudication process for sabbaticals and improve access to sabbatical leave	
7.	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.
8.	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.

TIMELINE

- 3: Members vote whether to adopt the **Proposal Document.**
- 4: Notice to Bargain.
- 5: FANC meets with the University Administration to negotiate the proposals.

▶ Proposals 1-3

▶ Salary

▶ “Red-Circled” salaries

▶ Overpayments

▶ Post-promotion grid
step

COMPENSATION

Objective: To seek improvements to ALL Member salaries.

▶ Proposals 4-10

- ▶ Benefits Plan
- ▶ Faculty Development Fund
- ▶ Sabbatical Leave
- ▶ Member-Funded Leave
- ▶ Bereavement Leave
- ▶ Parental Leave
- ▶ Sick Leave

BENEFITS & LEAVE

Objective: To improve provisions around different types of leave; seek an increase in the employer's contribution to benefits and investment in Faculty Professional Development.

▶ Proposals 11-16

▶ Chair Workload

▶ Class size

▶ Course Release

▶ Retirement

WORKLOAD

Objective: To improve bridging to retirement; and, have workloads accurately reflect significant teaching, scholarly activity, and service.

▶ Proposals 17-20

- ▶ Evaluation of Teaching
- ▶ Significant Service
- ▶ Appeal Process for Performance Evals.
- ▶ Biennial Reporting

PERFORMANCE EVALUATION, TENURE, & PROMOTION

Objective: To make performance evaluation more fair and efficient; to secure Faculty-controlled use of SETs and, to recognize significant service within the criteria for promotion.

▶ Proposals 21-27

- ▶ Office Space
- ▶ Reorganization
- ▶ Reporting to FA
- ▶ Health & Safety
- ▶ Out of Scope Teaching
- ▶ Cleanup Collective Agreement
- ▶ Term of Agreement

IMPROVEMENTS & HOUSEKEEPING

Objective: To address outstanding issues from previous rounds of negotiating; include tenure-track Members in reorganization article; seek best 'length' for the agreement.

▶ Letter of Understanding

- ▶ Lab Instructors/FSA/IA
- ▶ UP & EAL
- ▶ Nurse Educators
- ▶ Sessional Instructors
- ▶ Supervision/Honours/Field Placement

WORKING GROUP (2019-2020)

Objective: To address outstanding issues from previous rounds of negotiating

COLLECTIVE BARGAINING - 2020

The time is now
for us to vote to adopt the
Proposal Document.

FANC thanks you for your support!