

Day-One Proposals: UBC Faculty Association 2019 Bargaining

Educational Leadership Stream

1. The Association proposes to modify the titles of the ranks in the Educational Leadership Stream to be more consistent with practice at comparator universities.

Lecturers

2. The Association Proposes to make the following changes to the Collective Agreement pertaining to Lecturers:
 - i. The Association proposes to amend Part 2, Appendix A to provide Lecturers CPI entitlements more consistent with those of other salaried faculty members.
 - ii. The Association proposes to introduce a clause in Part 2, Article 2 to ensure that Lecturers are not disadvantaged in the awarding of Merit and PSA.
 - iii. The Association proposes to introduce a new Article in Part 3 to provide Lecturers access to Study Leaves.
 - iv. The Association proposes new language in Part 4 to clarify the relationship between Lecturers and Policy 42 “without review” appointments.
 - v. The Association proposes new language in Part 4 to eliminate any confusion between types of appointments and terms and conditions of employment for Lecturers that currently exists in Part 4, Article 2.
 - vi. The Association proposes to introduce a new Article in Part 4 explicitly to allow Lecturers and Heads flexibility in scheduling Lecturer teaching assignments across terms and academic years.
 - vii. The Association proposes to modify the language in Part 4 to remove the provision allowing Lecturers to have their appointments revoked during the term of the appointment.
 - viii. The Association proposes to modify Part 4 to provide long-serving Lecturers with improved job security.

Sessional Lecturers

3. The Association proposes to amend Part 7, Article 1.03 & Appendix A and Part 2, Article 4, to provide for a single minimum salary scale and a uniform definition of full-time for Sessional Lecturers.
4. The Association proposes to amend Part 7, Article 16, such that vacation pay for all Sessional Lecturers will be paid at the same percentage of gross earnings.

5. The Association proposes to amend Part 7 to provide for overload pay for Sessional Lecturers.
6. The Association proposes a new Article in Part 7 to give:
 - i. part-time Sessional Lecturers the right to accrue additional courses for which they are qualified, on a length-of-service basis, including rights to courses transferred from their units to new units; and
 - ii. Sessional Lecturers priority over external applicants for newly created Lecturer positions.
7. The Association proposes a new Article in Part 7 to establish a consistent measure of deemed hours worked for the purposes of employment insurance.
8. The Association proposes to amend Part 7, Article 10.06 to provide a consistent measure of severance entitlement for eligible Continuing Sessional Lecturers.

Librarians

9. The Association proposes revisions to Part 5, Article 1.02 to clarify the responsibilities of, and introduce administrative leaves for, Heads in the Library.
10. The Association proposes revisions to Part 5 to limit the number of consecutive years a Librarian may have part-time without-review appointments.
11. The Association proposes revisions to Part 5, Article 6 to better align the procedures for confirmation with processes on promotion in Part 4 of the Collective Agreement.
12. The Association proposes to introduce workload language specific to Librarians and Archivists.

Merit, PSA & CPI

13. The Association proposes to amend Part 2, Article 2 to decouple the value of 1 merit unit from the CPI unit.
14. The Association proposes to amend Part 2 Article 2 such that the Dean shall inform the Head of the justification for Merit/PSA decisions.
15. The Association proposes to amend Part 2, Article 2.05 to clarify the factors that should be taken into account in the awarding of PSA and to improve transparency in the awarding of PSA.

Benefits

16. The Association proposes to amend Part 2, Article 7 and Part 7, Article 16, to provide full benefits for all members.

17. The Association proposes that there shall be no changes to the extended-health plan provisions without Association approval.
18. The Association proposes that Part 2, Article 7.08 be amended to allow transfer of the tuition-waiver benefit to spouses/partners and to raise the maximum age at which dependent children remain eligible for the tuition fee waiver.
19. The Association proposes a change to Part 2, Article 7.09 such that the professional development reimbursement fund is adequate and so that Sessional Lecturers without continuing status receive pro-rata Professional Development entitlement.
20. The Association proposes to introduce a Health Spending Account in Part 2, Article 7.

Letters of Understanding and Memoranda of Agreement

Except as noted below, the Association proposes to renew all Letters of Understanding.

21. The Association proposes to modify Part 1, LOU #2, Article 2.08 to provide for a consistent application of Option #3.
22. The Association proposes to add the three Memoranda of Agreement pertaining to Vantage College into the Agreement as Letters of Understanding.
23. The Association proposes a Letter of Understanding pertaining to counting credits and hourly rates for Sessional Lecturers in Music.

Workload

24. The Association proposes to modify Part 1, Article 13, to create workload language that is consistent with best practices at major Canadian research universities by:
 - i. Specifying factors to be considered by units in assigning workloads;
 - ii. Ensuring that all faculty members have adequate time to perform all aspects of their duties;
 - iii. Ensuring that elected and volunteer service to the university, to professional organizations, and to the community at large are accorded the same value as assigned service; and
 - iv. Ensuring that faculty members in tenureable ranks cannot be required to teach assigned courses in both the winter terms and the summer session in any academic year.

Leaves

25. The Association proposes to modify Part 3, Article 6 to provide improved paid leave for adoptive parents.

- 26. The Association proposes to introduce a provision to guarantee that members do not suffer reduced time on study leaves by reason of other forms of leave.
- 27. The Association proposes to introduce compassionate care leave and bereavement leave Articles in Part 3.
- 28. The Association proposes to modify Part 3, Article 2, to allow members in classifications eligible for study leave to count years spent on (Policy 42 or Part 5 Article 2.02a) without-review contracts as part of their eligibility period.

Procedures for Appointment, Reappointment, Tenure and Promotion

- 29. The Association proposes to ensure that collegial procedures for re-appointment, promotion and tenure in non-departmentalized units are consistent with those in departmentalized faculties.
- 30. The Association proposes that student opinion surveys not be used for summative purposes.
- 31. The Association proposes to amend Part 4, Article 2.03g so that when a member is denied tenure, and the grievance is not resolved within the terminal year, the member’s appointment is extended.
- 32. The Association proposes to amend Part 4 to ensure that Indigenous members are not disadvantaged in merit, PSA, appointment, reappointment, tenure, or promotion decisions.

Term and GWI

- 33. The Association proposes to amend Part 2, Articles 2 through 5, to provide a general salary increase sufficient to keep pace with inflation and the general state of salaries elsewhere, such increase also to be applied to all stipends, salary grids, minima, and other payments to members specified in the Agreement.
- 34. The Association proposes a two-year term for the Agreement.

Housekeeping

- 35. The Association has identified a number of housekeeping items.