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University Proposals – February 20, 2019

Based on the University's objective of creating an exceptional learning and working environment, and in keeping with the key themes in UBC's Strategic Plan of inclusion, collaboration and innovation for people and places, research excellence and transformative learning, and in accordance with the University's guiding Principles and Values for bargaining, we propose the following revisions to the Collective Agreement between the University and the Faculty Association.

1. Term of Agreement

The University proposes a three year term for the Collective Agreement, 2019 - 2022.
Article 25 – *Part 1: Framework for Collective Bargaining* (p.23)

2. Compensation

We propose to discuss compensation matters at a later bargaining session. The University's monetary proposal will be in keeping with the PSEC 2019 Sustainable Services Negotiating Mandate. The University's proposal will also be in compliance with the language of the Collective Agreement.

3. Merit and Career Progress Increments

The University proposes to streamline the complex PTR system so as to more effectively recognize career progress and merit of faculty members. This will include reducing amounts attributable to Career Progress Increments with a corresponding increase to Merit Awards and Performance Salary Adjustments.

We also propose eliminating the credit-based system of awarding Merit. If the credit system remains, we propose adding a .5 credit to Merit.

Articles 2.02, 2.04, 2.05 - *Part 2: Salaries and Economic Benefits* (pp. 32 to 35)



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4. Professional Development Fund

We will propose that unspent professional development monies be allocated to a fund used to support faculty mentoring and diversity initiatives rather than transfer it to the CPI pool where it results in a nominal increase to each faculty member's salary. All faculty members are encouraged to use their PD monies but if they are not used, we believe supporting mentoring and diversity initiatives is a more appropriate use of unspent PD funds.

Article 7.09 - Part 2: Framework for Collective Bargaining (p. 43-44)

5. Sessional Lecturers

The University proposes to simplify the procedures for Sessional appointments by eliminating unused or unnecessary provisions and incorporating the terms of the 2010 mediated agreement (the Rod Germaine Agreement) into the Collective Agreement. We also propose eliminating the system of pay rates being based on student credits.

We propose eliminating the classification of Continuing Sessional going forward due to the success in the last round of reaching agreement for better terms of employment for the classification of Lecturers in the Collective Agreement. Provisions will be proposed to ensure the elimination of the classification does not affect current Continuing Sessionals.

The University also proposes that when PhD students are given teaching opportunities to assist in their professional development, they do not obtain rights of re-appointment as a sessional.

Part 7: Conditions of Appointment for Sessional Lecturers (p. 108-120)

6. Tenure and Criteria for Promotion

The University proposes revising the description of the criteria for promotion and tenure so there is more clarity for the benefit of all involved in the process.



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We also propose changing the start date for review processes to start earlier in the academic year so the candidate's dossier must be submitted July 1 rather than September 15.

Articles 3, 4, and 5 – *Part 4: Conditions of Appointment for Faculty* (pp. 61-68)

7. Retirement Options

The University proposes to change the eligibility for retirement options to age 55.

Letter of Understanding #2 – *Part 1: Framework for Collective Bargaining* (p. 26)

8. Disciplinary Measures

We propose to eliminate the requirement that a Faculty Member meet with the President, with their Dean, Head and Faculty Association present, prior to a suspension for cause, while preserving the option as a matter of the President's discretion.

Article 10.04 – *Part 4: Conditions of Appointment for Faculty* (p. 81)

9. Joint Appointments

We propose allowing departmental standing committees the flexibility to create merged committees for review for tenure and promotion for candidates who have joint appointments and if the appointment is across faculties, flexibility for merged processes at the decanal level.

Article 5 – *Part 4: Conditions of Appointment for Faculty*

10. Associate Deans

Without Prejudice: In order to eliminate the need to proceed to grievance arbitration to preserve the ability of Associate Deans to participate in their home departments for appointment, promotion and tenure processes, we propose reaching agreement on this dispute in bargaining.

Article 5.04 – *Part 4: Conditions of Appointment for Faculty*



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11. Interest Arbitration

The University proposes to amend the interest arbitration language so any arbitration required to renew the Collective Agreement can be done in a more efficient and timely manner.

Article 11.01 and 11.02 - *Part 1: Framework for Collective Bargaining*

12. Maternity Leave

We will revise the Collective Agreement to be consistent with changes to the *Employment Standards Act* decreasing the waiting period.

Article 6 and Letter of Understanding: Maternity/Parental Leaves (Supplemental Employment Benefits): *Part 3 – Leaves of Absence*

13. Union Leave

We intend to propose an increase in the rate of reimbursement that the Faculty Association pays to the department when faculty members are seconded to the Faculty Association resulting in a teaching release. The proposed increase is to match the actual replacement cost for the teaching responsibilities of the seconded faculty member.

Article 16.02 – *Part 1: Framework for Collective Bargaining*

14. Article 16.01

We propose eliminating Article 16.01 which says the Faculty Association represents its members in matters that are beyond the scope of the collective agreement as it is incompatible with collegial governance and the exclusive bargaining agency of a union.

Article 16.01 – *Part 1: Framework for Collective Bargaining* (p. 16)

15. Printed Copies of Collective Agreement

We propose eliminating the requirement to provide a printed copy of the collective agreement to each faculty member in the bargaining unit.

Article 24.01 – *Part 1: Framework for Collective Bargaining* (p. 23)



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16. Library

1) Administrative Librarian Appointments (Article 1.01)

We propose to end the appointment of “administrative librarians” and remove that term from the Collective Agreement, as this title has become redundant and confusing.

2) Confirmation Procedures

We propose to include procedures to ensure that when librarians are supervised by a librarian who is not a Head, the librarian supervising them is involved in both selection and confirmation processes as necessary.

3) Confirmation-track period (Article 2.02(b))

To align the Library with the standard used in the faculties and with the majority of libraries across the country, we propose to change the confirmation-track period to 6 years, with a reappointment midway. This change will help to ensure that Librarians have more time to develop their portfolios and demonstrate excellence before achieving confirmation.

4) Confirmation Criteria (Articles 3.02 - 3.04)

We propose various language changes to improve the understanding of the criteria required for confirmation; to more accurately describe what is required for reappointment and confirmation; and to ensure a standard of excellence before confirmation is achieved.

5) Composition of Committees for Confirmation Review (Article 6.02)

We propose to change the process for determining the composition of the Standing Review Committee by the University Librarian appointing two librarians, rather than the Heads. This will ensure a good cross-section of Librarians on the committee, which now reviews all confirmation files for the Library.

6) Changes to the Composition of LAC (Article 6.07)

We propose that two faculty members be appointed to the Librarians Appointment Committee. This change would allow valuable input from the faculties and decrease demand on our limited numbers of Librarians.

7) Vacation (Article 7)

We propose language to provide for a more detailed coverage of vacation in the collective agreement.



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8) Education Requirements (Article 3.01)

We propose language to ensure that Archivists can fulfill the requirements.

17. House Keeping Matters