

Bargaining – or making the best of the inevitable?

Elliott Burnell, President

We are about to enter into a new round of bargaining. We have had very successful face-to-face meetings with member groups. We are conducting an electronic survey of member opinions. The results of the meetings and survey will inform us of member concerns and will guide us in the coming round of bargaining.

The Provincial Government has announced that six billion dollars is available for the settlement of public sector wages. The terms appear to include signing four-year

agreements (taking us past both the 2010 Olympics and the next Provincial election), a one-time “signing” bonus of roughly \$3,000 per employee and a possible one-time final bonus of roughly \$1,000 per employee. The offer appears to be open only to those groups that ratify four-year agreements by March 31, 2006. This deadline puts us (and all public-sector employees) under considerable pressure to consider ratification of a new collective agreement by that date.

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Mandatory Retirement: Membership Opinion Counts

Tony Sheppard
Faculty of Law

Opposition to mandatory retirement [MR] is rising dramatically, as shown by comparing the two most recent membership surveys. In the January issue of this newsletter, the President’s Report provided results of the latest survey [*Faculty Focus*, January, 2006, Vol. 39, No.1:3]. Elliott Burnell, President, stated as

follows:

...1056 members responded to the survey and the results can be summarized:

- 19.5% do not want MR at age 65 abandoned.
- 24.5% want to maintain

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Upcoming Events

Financial Planning Series

February 2, 9, 23 & March 9, 16, 2006
12:10pm - 12:55pm (see p.12 for details)

Spring General Meeting

2 March 2006 @ 12:00pm

Vancouver

IT Services / Teletudios, Room 0112
2329 West Mall

Kelowna

Location: TBD

Promotion & Tenure Seminar

Vancouver

29 March 2006 @ 3:30pm - 5:30pm
Green College, Social Room

Annual General Meeting

6 April 2006 @ 12:00pm

Vancouver

IT Services / Teletudios, Room 0112
2329 West Mall

Kelowna

Location: TBD

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Face-To-Face Meetings Help to Identify Key Issues

Brenda Peterson
Vice President

During January, members of the Faculty Association executive and staff attended seventeen meetings to hear your views on issues, concerns, and priorities for the upcoming negotiations with the University. Held in various locations across campus in Vancouver and in the Okanagan, members from all areas of the University attended the face-to-face meetings. What did you tell us?

Not surprisingly, salary increases are the first priority for most of our members. After two years of zero percent increases and the cumulative effect of general increases falling far behind changes in the Consumer Price Index over the past decade, it is critical for the University to address the need for across-the-board increases for all members.

There was general consensus at all the meetings that the Professional Development Reimbursement (PDR) Fund, which is currently set at \$500 per year, needs to be increased and that the University should inform members of their current PDR balances at least annually. In comparison, faculty at Simon Fraser University receive \$1,500 per year.

The problem of increased workloads was the most frequent non-monetary issue raised at the meetings. In particular, administrative and non-academic work is being downloaded to faculty, leaving less and less time to devote to research. Some of this work used to be performed by support staff. Some of the extra work is tied to the increasingly complex administration of large grants, and the operation of labs and other research

projects. We heard that some faculties no longer permit teaching buyouts for faculty undertaking large research projects and not all pre-tenured colleagues are being given sufficient time to pursue research. The number of stories about unreasonable workload that we heard from individuals indicates that this is an issue of some urgency for the University. To foster excellence and to retain the highest qualified faculty, we need to improve working conditions for our members.

We heard many complaints about the lack of transparency and accountability in the distribution of discretionary salary increases, including merit, Performance Salary Adjustments (PSA), market, compression, and retention. Why

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Officers

Elliott Burnell
Chemistry, 2.3883
President &
Co-Chair, SEBC

Brenda Peterson
Library, 2.4959
Vice President &
Co-Chair, SEBC

Elizabeth Hodgson
English, 2.2358
Treasurer

Martin Adamson
Zoology, 2.3374
Secretary

Members at Large

Ljiljana Biukovic
Law, 2.0312

David Green
Economics, 2.8216

Nancy Langton
Sauder School of Business, 2.8393

Charles Menzies
Anthropology, 2.2240

Stephen Petrina
Curriculum Studies, 2.5325

Lorraine Weir
English, 2.2942

Committee Chairs

Jim Johnson
Economics, 7.9391
Okanagan Faculty

Richard Sullivan
Social Work & Family Studies,
2.4278
Personnel Services

Elliott Burnell, Chemistry &
Brenda Peterson, Library
Salaries & Economic Benefits

Petra Ganzenmueller
Central, Eastern and Northern
European Studies, 2.2169
Sessional Faculty Committee

To be appointed
Status of Women

Association Staff

Vancouver: 604.822.3883
Okanagan: 250.807.9240

Rosanne Hood
Executive Director

Susan Palmer
Membership Services Officer

Brian Green
Membership Services Officer

Michelle Bogdan
Assistant Membership Services Officer

Nancy Lovelace
Office Manager

Ranjit Sundur
Communications Assistant

“Key Issues”*...continued from page 2*

isn't the University disclosing who is receiving discretionary salary increases, how much individuals are awarded, and the reasons for these additional salary increases? Some units do not use collegial processes for determining merit and PSA awards and we heard that some departments do not distribute lists of those members who are awarded merit and PSA, as required by the Collective Agreement.

The unfair treatment of sessional faculty members was another major concern expressed at the meetings. Although the University depends on sessional faculty to teach the majority of undergraduate classes in many departments, they are treated as an underclass. Why aren't sessional faculty compensated for course preparation, student supervision, professional activities, and administrative work? Where are the incentives and support for professional development and research activities? Where is the career path for sessional faculty who devote their life's work to the University? Our students and the quality of the University would benefit greatly if the University created opportunities for our sessional colleagues to contribute fully to the University's mission.

Other issues and bargaining priorities raised during the face-to-face meetings included:

- problems with delays in notification about tenure decisions
 - complaints about Sun Life
 - raising minimum scales for faculty, librarians and sessionals
 - addressing salary compression
 - need for improved housing assistance
 - abolition of mandatory retirement
 - extended benefits for retired members
 - tuition waivers for spouses
 - improved support for childcare
 - access to bus passes
 - improved sabbatical leave.
- Many members cannot take study leave because they cannot afford to reduce their income by 20%.
- establishment of a publication fund so that members can apply for financial assistance to publish their research results. The economics of scholarly publishing, especially with university presses,

now require scholars to cover publication costs.

- encouraging healthy lifestyles by offering free access or reduced fees for campus gyms, swimming pools, etc.
- increasing start-up funding for research
- issues about parental leave. Are some members not applying for parental leave because of concerns about being targeted in their departments? Are all Department Heads aware that departments will be reimbursed for hiring replacements?

SEBC SURVEY

An electronic survey on bargaining issues, prepared by the Salary & Economic Benefits Committee, is currently underway. Please take the time to complete the survey. Your responses will help to determine the priorities for negotiations with the University.

The survey runs until February 13, 2006.

UBC-O Issues

We met with our colleagues in the Okanagan at two face-to-face meetings. While they share many of the same concerns as members in Vancouver such as workload, they also have some unique issues. The University's decision to set salaries at the minimum scale for members transferring from Okanagan University College, an issue currently under review by the BC Labour Relations Board, is a major issue. There has been discussion about problems with the evolving infrastructure, such as the lack of functioning labs, and the different working conditions, such as access to graduate students, and how these impact opportunities for research as well as tenure and promotion. Members in the Okanagan are also facing large increases in housing prices but they are not eligible for housing assistance.

“Bargaining”

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The last round of bargaining involved a two-year agreement with different funds:

- general increase of 0%
- Career Advancement Plan
- retention funds of \$800,000 per year
- minimum scale of \$500,000 in year one
- compression of \$500,000 per year
- market to selected groups
- productivity – a possible 2% one-time payment at the end of year two

It is quite likely that the same structure will be available to us this round as well. It is anticipated that there will be limited room for negotiation and the Public Sector Employee Council (PSEC) mandate will be enforced, along with their goal of preventing any “erosion” of management rights.

Unlike the last round of bargaining, we do anticipate across-the-board increases. In this regard the total across-the-board increase between 1992 and 2006 sums to 10% (or 0.71% per year on average), whereas the CPI for BC in Dec 2005 was 125.2 (Statistics Canada CPI with 1992 = 100 – i.e. an increase of 25.2% over 14 years). The across-the-board increases have resulted in UBC Faculty Association member average salaries falling behind inflation. Average salaries for all ranks of Professors are currently well behind those of the University of Toronto Professors. A round of substantial general increases would be a breath of fresh air and hopefully a signal of better times ahead.

One issue that is a continuing

problem is the compression of faculty salaries. Compression of more senior faculty salaries results from increasingly higher starting salaries that may be equal to or greater than salaries of members who were hired years ago, even though their salaries have progressed in a normal fashion. An example that illustrates the origin of compression is the increase by 2.5% in the minimum starting salary for an Assistant Professor in Science over the past year when there was a 0% general salary increase.

*Six-billion
dollars available
for the settlement
of public sector
wages.*

Several years ago an attempt was made to address the compressed salaries of long-time members by the introduction of a minimum “scale,” and this approach has been somewhat successful. However, the raising of some salaries to a new minimum has the effect of raising these salaries to a level roughly equal to those of other members whose salary is currently close to the new minimum.

For example, let’s consider professors X (current salary at old minimum) and Y (current salary at new minimum). Both members have received a fair share of Career Advancement Plan (CAP) monies (merit, PSA and

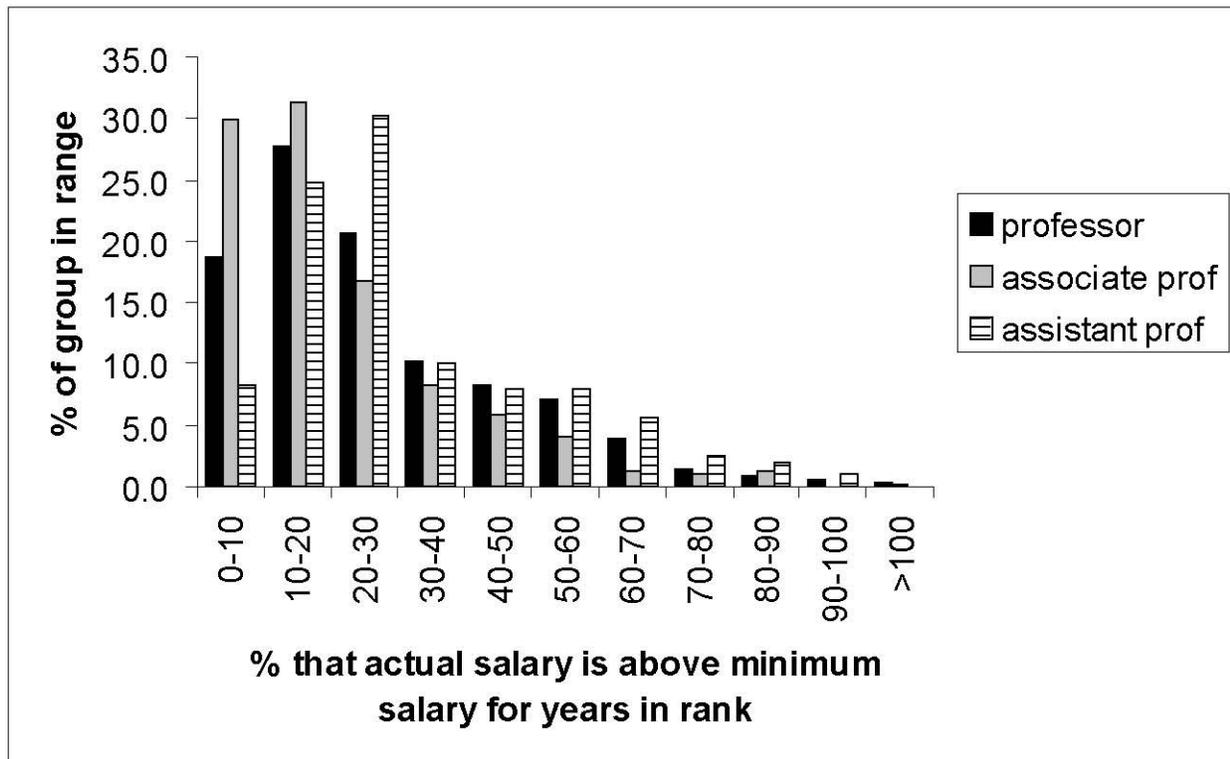
CPI) over the years, but because this money has effectively gone to fund the absence of cost-of-living increases, both members find that their current salaries are close to the minimum. Let’s assume that with the increase in minimum scale Prof X’s salary is raised by \$4,000 to the new minimum while prof Y gets no increase because her salary is currently at the new minimum. Presumably there was a reason for prof Y to have a higher salary than prof X (maybe she received more merit increases). Her salary can now be considered to be compressed because the minimum scale has risen faster than CAP awards can accommodate.

Indeed, the fair solution is to raise ALL members’ salaries by the dollar amount of the increase to the minimum scale for their rank! Unfortunately this is not possible with the amount of money available for compression.

It is instructive to examine current Assistant, Associate and Full Professor salaries in terms of how far they exceed our current minimum-scale salaries. The salaries of UBCO faculty are not included in this comparison because the UBCO starting salaries are the topic of an application that is still before the Labour Relations Board. The Figure on page 5 gives the percent of faculty in each rank whose salaries are in the ranges 0-10%, 10-20% ... above the minimum scale. For example, a person whose minimum scale salary is \$100,000 and who makes \$155,000 per year would count toward the 50-60% number.

The Figure shows that 61% (a

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majority) of Associate Professor salaries (grey) and 46% of Full Professor salaries (black) are within 20% of the minimum, while only 33% of Assistant Professor salaries (horizontal lines) lie within this same range. The peak in Assistant Professor salaries lies to the right of those for the other ranks. This Figure clearly demonstrates the current compression of UBC Associate and Full Professorial salaries for faculty who have been at this institution for some time. It is obvious that funds are required to address this serious compression of long-time faculty salaries.

In an attempt to address compression-type problems the current salary structure includes several additional types of discretionary monies. Retention funds, which are awarded at the discretion of the Senior Administration, are

used to retain people at UBC, but are essentially one means of addressing compression with large dollar increases to selected individuals. It can be argued that market funds also contribute to this goal. It is true that merit should be rewarded, but it is also true that rewarding only selected individuals or groups (and not others who are equally meritorious) leads to inequities and frustrations.

There should be transparency in the process of the distribution of discretionary salary money. At the moment the requirement is that a list of those receiving merit and PSA awards be made available to unit members. Ideal transparency would involve all discretionary increase amounts (including minimum scale, compression, retention and market) being made available (including dollar amounts)

to all within the unit. Total Faculty compensation amounts are available in the University budget document, and there is no reason that discretionary increase amounts and reasons could not be made available to all members of the department or unit that was considered for the increases. This procedure would help to ensure the fair distribution of all salary funds. An additional positive step would be the formation of a peer committee to oversee the allocation of retention funds that are distributed by the senior administration.



“Opinions Count”

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a policy of MR but want to increase the age.

- 50.2% want to abolish MR completely.
- 4.5% want another option.

Currently 80% oppose the MR policy, and only 20% approve of it. The results of an earlier survey were reported in 2004 [Bargaining Survey Results, Faculty Focus, April 2004, Vol. 37, No. 3:3]. At p. 8, President Burnell described the views of the members at that time as follows:

- MANDATORY RETIREMENT: 30% support mandatory retirement at age 65 while 58% oppose it and 12% have no opinion...

In less than two years, half of those who previously supported or were indifferent to the current MR policy, have changed their opinion and now oppose it. The trend is clear.

Rising opposition to MR is consistent with other surveys e.g., a recent poll of CEOs and business leaders. Under the headline, “End Mandatory Retirement – CEOs,” BDO Dunwoody/Chamber Weekly CEO/Business Leader Poll by COMPAS in the *Financial Post* for Publication October 24, 2005, summarized the results of its poll as follows:

CEOs and business leaders take an exceptionally strong, one-sided view of mandatory retirement. By a ratio of 9:1, they want it abolished. Concerned as they are about a policy they view as egregious, the members of the

CEO and business leader panel give federal and provincial governments low, failing grades for their [lack of] leadership on the matter.

Panellists embrace wholeheartedly all but one commonly held reason for terminating mandatory retirement. They feel strongly that it discriminates against asset-poor employees, is outdated in a society where people live longer and do less physical labour than in the past, threatens healthcare, undermines equality and democracy, and weakens our economy.

The brain drain argument is the one pro-abolition reason that a majority does not embrace. They do not believe that talented older Canadians are leaving for the U.S. in large numbers to be able to work past the age of 65.

While supporting virtually all the reasons for abolishing mandatory retirement, panelists repudiate almost all the reasons for keeping it. The one reason for keeping mandatory retirement that respondents embrace to some degree is the idea that forced retirement allows organizations to bring in new blood.

www.compas.ca

In response to public clamour, Ontario abolished MR effective December, 2006. In BC, abolition of MR seems inevitable also. I understand that at the Premier’s Council on Aging and Senior’s Issues first Congress on October 28, 2005, the audience voiced its opposition to mandatory retirement. www.cserv.gov.bc.ca/seniors/premiers_council/council.htm

On November 21, 2005, Premier Campbell, explicitly recognized the current state of public opinion, when in the Legislative Assembly, he stated as follows:

What the Premier’s Council on Aging and Seniors Issues is looking at is that we’re all getting older. Let me give an example. At some point in time, people decided you were supposed to retire at 65. There are a lot of people who don’t feel they want to retire. They don’t need to retire; they’d rather keep working and going on. We have to look at that and look at mandatory retirement and say: “What does that mean?”

[BC Hansard, Monday, November 21, 2005, p.m. Vol. 5, No. 5, p. 1550]

Statistics Canada

Most people who oppose MR do so as a matter of principle rather than out of self-interest. Assuming circumstances permit, most desire the right to choose, of their own volition, whether to continue working, or to retire after age 65. For most, the right of choice is a distinct issue, quite apart from the actual choice to keep working. With the benefit of hindsight, we now have the experience of jurisdictions that have abolished MR, which consistently shows that only a minority of those eligible to retire at the normal retirement age of 65 continue working thereafter. The data also show that university academic staff members are not that different from employees in other sectors.

It must have been assumed,

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It must have been assumed, back in the early 1990's, when the Supreme Court of Canada upheld mandatory retirement in the universities that of all employees, those in the academy would overwhelmingly want to continue working after 65, if given half a chance, thereby stifling renewal and new blood. This assumption fuelled the majority decisions in the Court. In the United States, the same assumption operated to delay the abolition of MR in American universities, until long after it had been abolished for other occupations in the U.S.

Now we know the assumption was wrong. A recent study issued by Statistics Canada should dispel misapprehension that abolition of MR in the universities will result in a mass continuation of faculty and other academic staff into their dotage, to the detriment of renewal and new blood. [Christopher Worswick, Mandatory Retirement Rules and the Retirement Decisions of University Professors in Canada [Statistics Canada, December 2005, Catalogue no. 11F0019MIE – No. 271; ISSN: 1205-9153; ISBN: 0-662-42220-1; available online, www.statcan.ca].

The study states as follows:

The key finding in this study is that mandatory retirement rules act as a constraint on the decision to keep working beyond the age of 65 for professors at Canadian universities. The age distributions of professors at universities without mandatory retirement and those at universities with mandatory retirement at age 65 have diverged over time with a higher fraction of professors over

*the age of 65 being at universities without mandatory retirement... faculty members have exit rates from the university at age 64 and 65 that are **30 to 35 percentage points lower** than those of their counterparts at universities with mandatory retirement. Similar results were found for both men and women; however, the magnitude of this effect is somewhat smaller for women.*

*Estimated survival probabilities indicate that male faculty members employed at a university without mandatory retirement at age 64 have a **15.8 percent probability of continuing to work at the university until age 72**. This indicates that while a significant fraction of professors will work past 65 if allowed to, a much smaller fraction of university professors are likely to stay many years past the usual retirement age of 65.*

The study did not differentiate between full-time and part-time or reduced appointments, treating part-timers as equivalent to full-time for its purposes. Further study would be necessary to confirm the common sense speculation that most of the roughly one-third of faculty continuing to work after reaching 65, would prefer to do so only on a part-time basis. I hope that in the future the numbers will be adjusted for part-time appointments. Adjusting the figures for part-timers, and having regard to the termination of almost all faculty appointments by age 72, such a study would further confirm that the impact on renewal and new

blood of abolishing mandatory retirement would not have drastic consequences.

The Golden Years: Post-Retirement Premiums

Rising health care costs after retirement provide another reason for changing the current MR policy. Premiums for medical, dental and life insurance after retirement from UBC are rising annually at such steep rates that emeriti/ae are alarmed about the inadequacy of their pensions to support them for the basics throughout their retirement years. Inflation might be expected to cut a pension in half in 20 years, but these premiums are rising far faster than inflation (e.g., annual increases of 25%). Life insurance premiums have already become prohibitively expensive after retirement. The grim details are available on-line, www.hr.ubc.ca/retiring.

Retirement parties?

In the aftermath of the federal election, I would offer the post-mortem opinion that all the parties' platforms on MR showed the lack of leadership described previously, not to mention disdain for, or abysmal ignorance of the public will. One can only hope for better times ahead.

The author gratefully acknowledges the suggestions of David MacGregor, Brenda Peterson, & Alan Thrasher.

Spring Forward

By Norma Wieland

President, Confederation of University Faculty Associations of BC

While the spring is never a quiet time for the province's public universities, the spring of 2006 is shaping up to be one of the busiest in recent memory.

The kickoff for this busy time came at the beginning of December when the provincial government announced a new fiscal framework for public sector negotiations.

Although there were a number of ambiguities at the time, and there still are many, it has become clear that in order to tap into the \$1 billion in one-time bonus money, public sector employee groups have to reach four-year agreements by March 31st. Given that almost all of the university faculty agreements expire on June 30th and bargaining generally doesn't start in earnest until March, this has placed considerable pressure on the faculty associations.

This is particularly the case for our colleagues at Royal Roads University, who have been negotiating for their first agreement for more than two years without success. They have begun their negotiations anew and are working towards the March 31st deadline, but progress has been very slow. We are watching this situation very closely and are standing by to offer the support of the other university faculty associations should it prove necessary.

Next up is the provincial budget to be delivered on February 21st. We have generally received positive indications that there will be increased support for core operating budgets (including new funding for

the upcoming salary settlements) and some new student financial assistance initiatives. However, we have not heard much about the creation and funding of new graduate student spaces as part of the provincial research strategy.

As reported in the fall, we had high hopes after 11 years without any significant new graduate student funding that the provincial government would begin making investments in tomorrow's researchers, innovators, and professors. Government activity on this matter seems to have cooled down, but we are still pressing to make this a priority in 2006/07.

Another important issue on the horizon is the results of the review of the policies and procedures of the Degree Quality Assessment Board. The Board evaluates proposals for new degree programs from both public and private institutions. It also evaluates applications from private and out-of-province institutions to call themselves a university in British Columbia. Monitoring the work of the Board has become one of CUFA/BC's primary tasks. Although the Minister of Advanced Education ultimately makes the decision about an application, the Board does all the groundwork and makes recommendations to the Minister.

The Board has been operating for a little over two years now, and during that time CUFA/BC has spent a considerable amount of effort on monitoring the work of the Board and providing commentary on all private and out-of-province applications, and some

applications from public institutions. We have used these interventions not only to comment on the merits of particular applications, but also to try to persuade the Board to interpret its own criteria in order to maintain the highest standards for degree-level education in British Columbia.

For the most part, we have been satisfied with the work the Board has done on individual degree program applications, but we think they have been letting standards slip when it comes to allowing some private institutions to call themselves universities. In our December submission to the Board, we urged them to re-evaluate the route they have taken on granting university status. If they fail to do so, it will be a clear indication that we will have to reconsider our support for this process.

One additional and pleasant task that is occupying us this spring is the preparation for our 12th annual Distinguished Academics Award event. These awards recognize public university faculty members who have made a contribution to the wider community through their research and scholarly activity. It will be hard to top last year's recipients – UVic's Nigel Livingstone who works on adaptive technology for special needs kids, and SFU's Marianne Ignace who works at preserving and propagating First Nations languages – but we've already received some excellent nominations for this year's awards. The ceremony and dinner are on

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YOUR CONTRACT - READING BETWEEN THE LINES

This column examines various provisions of the Collective Agreement, expanding on member rights and terms and conditions of employment. Over the next year, each newsletter will explore what a given provision or set of provisions means for you as a Faculty Association member. Please send us your questions, comments and suggestions. Your feedback will help inform our priorities in the upcoming 2006 round of collective bargaining.

Last month we ran an article from Karen Needham, outlining her experience dealing with the current benefits carrier, Sun Life; in it faculty members were invited to share their stories and concerns with Sun Life. We received an unprecedented number of responses, each outlining various delays, miscommunications, and outright errors committed by Sun Life. As a follow-up article, this month we are publishing another member's story of her unfortunate dealings with the benefits carrier.

Follow-up: Are Our Benefits User-Friendly?

Dr. C. Nelson-McDermott
English

In response to your request for information about Sun Life Extended Health and Dental insurance coverage, I can tell you that I have had a number of problems with Sun Life, most particularly with dental claims.

To begin with the Extended Health: two years ago, Sun Life refused a claim for a drug which was, because of a shortage for over a year, completely unavailable in Canada except through a version made up at a compounding pharmacy. The drug was a thyroid medication, not something I can casually choose not to take. Sun Life's refusal occurred even though I had sent a letter with the claim detailing the drug-shortage situation. The claim was only \$10 more expensive than it would have been had the regular version of the drug been available. When they sent the refusal, Sun Life wrote that they were sending the claim on to a special referral committee, and they'd get back to me. They never did. However, I now know that they did, in fact, approve payment for that particular form of the drug for a colleague. Apparently their

approvals process is completely arbitrary and the person who has the stamina to go after them for months and months is the one who will get the claim approved.

On the dental side, even after demanding a number of (unpaid) letters of expertise from my dentist, Sun Life has refused claims for several major restorations which my dentist tells me are definitely necessary. In one case, the refusal was for a tooth that had already been approved for a major restoration by Blue Cross (I just hadn't managed to get it done before we switched carriers). According to Sun Life, different plans will look at different things, and at Sun Life, the "dental consultant bases his/her decision [about whether to approve the restoration] on if there is cuspal/incisal angle damage." The specific terms of the dental plan are nowhere published. I'd like to know just what the full terms are, and who signed on to these particular terms.

As a side issue, if they refuse a major restoration and state that they judge a tooth can be repaired through a conventional filling, why

don't they at least pay for a filling? Instead, if one gets a crown done, they cover nothing at all. Clearly the tooth did get filled. Refusing a major restoration the dentist considers necessary actually seems to get them out of paying for *any* work on the tooth.

As with the extended health claims, this refusal process seems completely arbitrary. My dentist says that at least one person who phoned and yelled at various people did receive money for a claim that was similarly originally denied. My dentist also says that, of all the plans and numbers she deals with, this particular Sun Life claim group number provides her with the most trouble she's ever experienced.

YOUR VIEWS

Send in your stories of your experiences with Sun Life. The stories will be compiled & summarized (in confidence) in order to make a case for reviewing health care providers at UBC. Please email your stories to the UBC Faculty Association at faculty@interchange.ubc.ca.

Equal Pay for Equal work ... not at UBC!

Petra Ganzenmueller,
Chair, Sessional Faculty Committee

The majority of sessional instructors at UBC are hired in the Faculties of Arts and Education. They are being paid on a per-credit basis for appointments lasting between four and eight months. A full-time teaching load in Arts, for example, would consist of three three-credit courses per semester. In most departments, sessional instructors are assigned to teach high-enrollment first and second-year classes. Ever increasing class sizes combined with high course loads make it virtually impossible for anyone to teach more than the prescribed full load.

On the average, that instructor would receive \$5,000 per course per term or \$30,000 per academic year – before taxes that is! As we all know, this does in no way reflect the educational level of the instructor, most of whom have qualifications equivalent to their tenured colleagues. Much less does it address: a workload of 60-hours

per week and more; include the remuneration of research and service; and take into account the high cost of living in Canada's most expensive city.

Were that same person hired for an entry-level tenure-track position in Arts, he or she would earn an average salary of \$78,000 per calendar year for teaching no more than five three-credit courses and doing research. On a pro-rata basis alone, therefore, the sessional academic should be paid a significantly higher per course stipend.

Moreover, any faculty member who is tenure-track or tenured would not only have access to a standardized career path but would also partake in the Career Advancement Plan entitling them to receive Career Progress Increments, Merit and Performance Salary Adjustments (see Collective Agreement for details). The sessional academic, by comparison, is left with an eight-step minimum salary scale (p.34 of

your Collective Agreement) with increases of below \$35 per step. For sessional faculty in Arts and Education, those minimums have become the set rate. Once that minimal scale is exhausted, and since no better paid tenure-track appointments in the Instructor ranks are made available, it is a dead end.

As I have reported before (*Faculty Focus*, April 2005), I serve as a member of the Contract Academic Staff Committee at the Canadian Association of University Teachers. This national committee has been working on a discussion paper on what is called the **pro-rata model of employment**. This more equitable model would define all academic work as a percentage of tenured or full-time work, with service, research and teaching being proportionally recognized. What follows is our finalized discussion paper. The commitment to pro rata is now an explicit part of CAUT policy (please see p.11).

Discussion Paper on Pro-Rata Appointment of Part-time Contract Academic Staff

Committee on Contract Academic Staff, CAUT (edited for length)

Introduction

For a number of years, the Canadian Association of University Teachers (CAUT) has been committed to improving the contractual rights of part-time Contract Academic Staff (CAS). As an organization, we have looked at developments in both Canada and the United States over the last twenty-five years. During that

period, post-secondary education employers have greatly expanded their use of underpaid, part-time CAS with no job security in order to cut their costs and increase their own flexibility and control over academic work. This has been done at the direct expense of well-paid, secure, full-time, tenured academic staff positions. We are now at the point in Canada, thanks in great

measure to the commitment of the CAUT and its member associations, in which a large percentage of part-time CAS have been organized. Part-time CAS now bargain collectively for better pay, benefits, recognition of research and service, and academic freedom.

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However, the status quo is incomplete. CAUT committees have been working for many months on new contract language to help us to achieve pro-rata terms of employment.

One of the major purposes of this discussion paper is to point out that as an organization CAUT needs to continue to advance the principles of the “Policy Statement on Fairness for Contract Academic Staff.” The policy, approved by Council in November 2000, states that the CAUT supports the “secure continuing appointment of career academics.” We oppose the “increasing use of casual labour to fulfill ongoing staffing requirements,” and further we deny that “underfunding and administrative flexibility” justify the increasing use of CAS, full-time and part-time. To this end, the policy statement calls for the following for CAS: Academic freedom; fair and pro-rata remuneration; the inclusion of teaching, research and service in pro-rata contracts; appropriate academic ranks; collegiality; seniority; conversion to continuing appointment; equitable work loads; access to professional development opportunities; a role in academic governance; and regular evaluations.

As is well known, most part-time academic staff in Canada

currently teach on a stipendiary basis. The stipend is a sum of money, often quite small, that compensates the CAS member for planning, teaching and marking a course or a section of a course. Stipends do not provide CAS with traditional academic ranks, and it is always a struggle to negotiate a career path for CAS that would include, in addition to better compensation, academic freedom, pensions, health benefits, professional development funds, access to offices and equipment, and so on. Either way, the stipendiary instructor is not paid to do research nor is she or he paid to do service to the institution or Canadian society at large. Some institutions refer to these as “limited term” contracts, while others have styled them as “limited duties” contracts.

Based on the CAUT Policy Statement on Fairness for Contract Academic Staff, a pro-rata appointment provides an individual who holds it with job security, rank, pension and other benefits, collegial rights, and academic freedom, in addition to salary. Salary is determined as follows: An individual appointed on a pro-rata basis, at a certain point on the scale, receives a percentage of that salary that is equal to the percentage of their teaching duties relative to a full-time employee. For example,

if an individual would earn \$50,000 at an appropriate point in the Instructor/Professor scale if they worked full-time, teaching five courses over a twelve month period, then if they taught two courses they would earn 40% of that level of salary and benefits over the twelve-month period. This is based on a principle that we all know to be true – that “academic work” is the same regardless of the nature of the contract. Academic staff who work in a post-secondary setting teach, advise students, do research (both published and unpublished), and provide service to their institutions, the larger post-secondary education community, and society at large. Academic staff appointed on a pro-rata basis have the same obligations and privileges as other academics, and work to benefit their students, their institutions, Canadian society, and the larger world.

CAUT has adopted the following policy on Fairness for Contract Academic Staff :

Contract academic staff have a right to fair remuneration commensurate with their experience, performance and responsibilities, which should include compensation & support for course preparation, student supervision, research & professional activity, service & professional development. Compensation for contract academic staff should be pro-rated to the total compensation, including benefit programmes, for a full-time position having similar responsibilities and requiring similar qualifications. http://www.caut.ca/en/policies/fair_contractstaff.asp

“Spring Forward”*...continued from page 8*

April 11th in Downtown Vancouver and will be hosted by CBC Radio One’s Priya Ramu. If you are interested in attending, tickets are \$50 per person. Please contact our office at assistant@cuфа.bc.ca for more

details.

As you can see, the grass won’t be growing under our feet at CUFA/BC as I enter the last five months of my term of office. Stay tuned for developments.



FINANCIAL PLANNING LECTURE SERIES '06 A Five-Part Series for UBC Faculty Members

Sponsored By
The UBC Faculty Association
 in conjunction with UBC Continuing Studies

Time: 12:10 – 12:55 pm

Rm B-250, Chemistry B (South) Block, NE Corner of Main Mall & University Blvd

<p>February 2</p> <p><i>Diane McCurdy, President and Financial Planner, McCurdy Financial Planning Inc.</i></p>	<p>7 Steps to Financial Health in Good Economic Times and Bad</p> <p>It's a new year – time when many of us make a resolution to get healthy and fit. But we don't always take care of our financial health, which can cause as much grief as those extra pounds. Vancouver's Diane McCurdy is one of Canada's foremost personal finance physicians. The author of the Canadian bestseller, <i>How Much is Enough? Balancing Today's Needs with Tomorrow's Retirement Goals</i>, Diane will outline her Seven Steps to Financial Health and get you on your way to becoming fiscally fit in the years to come.</p>
<p>February 9</p> <p><i>Laura Watts, Program Director, Canadian Centre for Elder Law Studies</i></p>	<p>Representation Agreements vs. Enduring Powers of Attorney</p> <p>What you need to know now to plan for ageing parents and your own retirement Planning for future incapacity can be difficult and the laws surrounding this area, often confusing. Laura Watts, LLB, Program Director of the Canadian Centre for Elder Law Studies will discuss Enduring Powers of Attorney and BC Representation Agreements. Specifically covered will be issues of financial vs. health care planning tools, current and future legislation in BC, and what to do with extra-jurisdictional planning tools ("living wills", powers of attorney, personal directives).</p>
<p>February 23</p> <p><i>Karin Mizgala, MBA, CFP, Financial Planner+ and Educator, President and Founder of LifeDesign Financial</i></p>	<p>Investing with Confidence through the Ages and Stages</p> <p>Confused about how to invest? In this session, you will be introduced to the fundamentals of investing and the best strategies for investing at different life stages. Whether you are starting out your career or are planning to retire tomorrow, you will learn how to develop an investment plan that suits your unique life goals and circumstances. Simple strategies to monitor and adapt your investments through life transitions will also be discussed.</p>
<p>March 9</p> <p><i>Rob Heinkel, Vice-Chair, Faculty Pension Plan, Diane Fulton, Ex. Director, Investments & Cheryl Neighbour, Ex. Director, Operations</i></p>	<p>You and Your UBC Faculty Pension Plan</p> <p>The UBC Faculty Pension Plan is structured to provide its members with choices to tailor their pension accounts to meet their own individual needs, both during their working career and during retirement. This session offers an overview of the Plan, its recent performance, and the different investment options available to members. Long-term strategies for you to consider will be outlined, as well as a discussion of the risks involved.</p> <p><i>* Also offered in May 2006 at the Faculty Pension Plan AGM in Kelowna.</i></p>
<p>March 16</p> <p><i>Tsur Somerville, Associate Professor, Sauder School of Business</i></p>	<p>Real Estate Trends and Strategies for the Lower Mainland Market</p> <p>This session is not to be missed by anyone buying a home in Vancouver for the first time, downsizing or considering real estate as an investment.</p>

NO ADVANCE REGISTRATION REQUIRED!

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