



## **University Bargaining Topics – May 6, 2025**

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 including financial sustainability and academic excellence, we propose to discuss the following topics during bargaining between the University and the UBC Faculty Association.

### **1. Term of Agreement and Compensation**

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

### ***Part 1: Framework for Collective Bargaining***

### **2. Interest Arbitration – CA Part 1; Part B; Article 11**

We will propose to revise article 11.02(e) to expand the criteria that an interest arbitration board may consider when making an award to include the BC public sector (PSEC) bargaining mandate.

### **3. Notification of Workload – CA Part 1, Part C Article 13**

We intend to propose changes to the Workload language that reflects the oversight of Deans in the establishment and implementation of Unit Workloads.

### **4. Allocation of Discretionary Funds – CA Part 1; Part C; Article 15.02**

We intend to propose that we expand the use of funds to include an ability to address inequities or anomalies.

### **5. Rate of Reimbursement for Union Leave - CA Part 1; Part C; Article 16.02 c)**

We intend to propose a change to the rate of reimbursement paid by the UBCFA for faculty members on union leave. The intent is to more closely match the replacement cost for their teaching responsibilities.

### **6. Alternative Dispute Resolution Mechanisms – CA Part 1; Part D; Article 20 - Grievance and Arbitration Procedures**

We will propose the renewal of the LOU regarding alternative dispute resolution in Appendix D.

### **7. Collective Agreement Printing – CA Part 1; Part E; Article 24.**

In addition to online versions, we will propose that we print a limited number of copies of the CA and make them available to those who request them.



8. Letters of Understanding

We will review all current Letters of Understanding and propose which should be renewed, deleted or amended in the next collective agreement.

9. Retirement Options – CA Part 1; Appendix C

We intend to propose revisions and new processes to further support faculty members transitioning to retirement.

**Part 2: Salaries and Economic Benefits**

10. CPI, Merit and PSA – CA Part 2; Articles 2.02, 2.03, 2.04 and 2.05

We intend to propose changes to the structure of annual faculty salary increases (including revisions to amounts attributable to CPI, Merit and PSA) and changes that provide flexibility to academic leaders to determine when and how much Merit and PSA is awarded.

11. Career Progress Increments for Length of Service CA part 2 Article 2.03

We intend to propose that we delete this Article.

12. Merit Review Period – CA Part 2; Article 2.04 b)

We intend to propose a change to the merit review period from April 1 to March 31 to the calendar year.

13. Lump-Sum Payments – CA Part 2; Article 6

We intend to propose the deletion of this Article.

14. Tuition Fee Waivers

We intend to propose language that confirms that tuition fee waivers are paid at domestic tuition rates.

15. Direct Deposit – CA Part 2; Article 8 (New article)

We will propose new language that confirms that all faculty members will be paid via direct deposit.

16. Overpayment – CA Part 2; Article 9 (New article)

We will propose new language that establishes a process for when payroll overpayments occur.

17. Appendix A – Career Progress Increments Entitlements

We intend to propose language to delete the “Discretionary (16+)” provision.



## 18. New Letter of Understanding – Joint Consultation Committee on Faculty Salary Structure

We will propose a letter of understanding establishing a Joint Consultation Committee to review and make recommendations for changing the faculty salary structure that better supports recruitment, retention and the financial sustainability of the University.

### **Part 3: *Leaves of Absence***

## 19. Study Leave – CA Part 3, Article 2

We intend to propose language to reflect that applications for study leave may be refused by the Head or Dean if the application does not provide sufficient detail outlining the benefit of the leave. We will also propose language introducing a mid-study leave report and language that establishes the timing of the final report of activities.

### **Part 4: *Conditions of Appointment for Faculty***

## 20. Lecturers – CA Part 4, Article 2.02

We intend to propose language that will:

- a. Expand the scope of the reappointment criteria to include an assessment of the full scope of a lecturer's duties including teaching, and any administrative responsibilities and service.
- b. Provide clarification regarding the first year probationary period.
- c. Enable the revision of appointments during the term.

## 21. Teaching – CA Part 4; Article 4.02

We intend to propose revisions to the definition of teaching to update and address the current range of instruction that is occurring (including graduate and Post Doc supervision).

## 22. Educational Leadership – CA Part 4; Article 4.04

We intend to propose revisions to the definition of Educational Leadership.

## 23. Service – CA Part 4; Article 4.05

We intend to propose enhancements in the definition of service to reflect such things as the importance of community service and the importance of knowledge exchange.

## 24. Joint Appointment Standard Norms – CA Part 4; Article 5.01

We will propose language establishing standard norms for joint appointment procedures.

## 25. Procedures for Institutes, Schools and Faculties without Formal Departments - CA Part 4; Article 5.09

We intend to propose language that will help clarify the role of the Dean.



## 26. Review by the President – CA Part 4; Article 5.14

We intend to propose:

- a. Language that addresses the circumstance where new serious concerns are raised by the Senior Appointments Committee.
- b. A Letter of Understanding regarding Initial Appointments at Senior Ranks (TBD – draft is currently with FA for consideration)

## 27. Disciplinary Measures – CA Part 4; Article 10.04

We intend to propose revisions to article 10.04 changing the process for disciplinary measures.

## 28. Diverse Scholarship

We will propose the renewal of the LOU regarding Diverse Scholarship in Appendix C.

### **Part 5: *Conditions of Appointment for Librarians***

29. We will propose language to enable Associate University Librarians to participate in the confirmation of Heads – Part 5, Article 5.02 and 6.02.

30. We will propose a new definition of Associate University Librarian and Deputy University Librarian in Part 5, Article 1.01, and clarify in 1.02 that Head report to the AUL/DUL/UL responsible for their unit.

31. Confirmation-Track Appointments – CA Part 5; Article 2.02 b

We intend to propose an increase in the duration of a confirmation-track appointment from three to five years.

### **Part 7: *Conditions of Appointment for Sessional Lecturers***

32. Continuing Status Sessional Non-Renewal - CA Part 7; Article 10.6

We intend to propose language that would cap the number of month's salary a continuing status sessional lecturer is entitled to upon notice of non-renewal.

### **General**

33. Housekeeping Matters