
Day-One Proposals: UBC Faculty Association 2025 Bargaining

The Faculty Association proposes the following improvements to the Collective Agreement to provide for our members:

Part 1: Framework for Collective Bargaining

Non-Discrimination:

1. Language to mutually reaffirm the parties' shared commitment to equity, diversity, inclusion, and reconciliation. (Article 4)

Workload Equity:

2. Assigned-workload practices that are equitable, sustainable, and consistent with best practices at major Canadian research universities (Article 13):
 - a. Protection against substantive increases in assigned workloads.
 - b. Assigned-workload schedules that allow for protected time weekly and annually.
 - c. Equitable work-assignments that take account of the elements affecting the volume of assigned work.
 - d. Processes to manage technological change.

Investigations & Grievances:

3. Clear, just, and timely procedures to govern formal investigations (Part D: new Article)
4. Grievance timelines synchronized with the academic year (Article 20).

Part 2: Salaries and Economic Benefits

Salaries & Wages:

5. General salary increases that recognize the centrality of the university's academic mission and that are sufficient to keep pace with inflation. Such increases also to be applied to all salary grids and minima. (Articles 2-5).
6. Equitable salaries for EL faculty.
7. A single minimum pay-scale and a uniform definition of full-time for Sessional Lecturers. (Article 4, & Part 7, Article 1).

Progress Through the Ranks

8. Improved fairness and equity in PSA awards. (Article 2).

Benefits

- 9. No changes to the extended-health plan provisions without Association approval. (Article 7)
- 10. Full benefits for all members (Part 2, Article 7, Part 7, Article 16).
- 11. Inflation-adjusted cap for the Health Spending Account.
- 12. Inflation adjustments for benefit dollar caps listed in the SunLife plan (Article 7).
- 13. Professional Development funds that more adequately reflect real professional-development costs for members (Article 7).
- 14. A more inclusive and equitable tuition waiver benefit. (Article 7).

Part 3: Leaves

- 15. Equitable access to compassionate care leave and bereavement leave. (Article 8 & New Article).
- 16. 100% paid leave option for Lecturers' Professional Development Leave (Article 3).
- 17. Ensuring that pre-adoption leave entitlements do not discriminate on the basis of family status (Article 7).

Part 4: Conditions of Appointment for Faculty

- 18. No summative uses of student experience surveys. (Part 4, Article 4.02, & Part 7, Article 8.02).

Lecturers:

- 19. Improved job security and career opportunities for Lecturers (Articles 2 & 7).
- 20. Fairer reappointment and severance rights for Lecturers (Article 2, Article 7).

Tenured/Tenure-Track Faculty:

- 21. A fairer valuing of service in tenure and promotion processes. (Article 4).
- 22. Improved processes for optional reviews. (Article 9).
- 23. A regularized number of reference letters required for promotion and tenure files. (Article 5.05).
- 24. Representation of EL faculty on Deans' Advisory Committees and the Senior Appointments Committee. (Article 5).

Heads:

- 25. More consistent and equitable administrative leaves for Heads (Article 1).

Part 5: Conditions of Appointment for Librarians

- 26. Fairer and more consistent Librarian Selection Committee processes.
- 27. Prioritizing internal candidates for Library postings.
- 28. Properly recognized contributions to the university, to the profession, and to scholarship in confirmation processes.
- 29. Reintegration leaves for Heads in the Library.
- 30. Clear procedures for Librarians with joint appointments in different Faculties or Schools.

Part 7: Conditions of Appointment for Sessional Lecturers

- 31. Increased rights to work with increased length of service for non-continuing Sessional Lecturers. (Article 3).
- 32. Opportunities for career-advancement for Sessional Lecturers. (Article 12).

Other

- 33. A 2-year term for the Agreement.
- 34. Discussion of all Letters of Understanding.

Housekeeping

- 35. A number of housekeeping items.