
Day-One Proposals: UBC Faculty Association 2022 Bargaining

1. The Parties will receive and discuss the recommendations from the Joint Consultation Committee on Diverse Scholarship.

Part 1: Framework for Collective Bargaining

Workload Equity

2. The Association proposes to modify Part 1, Article 13 (pages 14-16) and Part 5, Article 7 (pages 103-104), to create workload language that is consistent with best practices at major Canadian research universities:
 - a) Ensuring that assigned workload schedules do not unreasonably interfere with self-directed work.
 - b) Tenured and tenure-track faculty should have guaranteed protected time free of assigned teaching.
 - c) The Head shall provide annually a list of the workload assignments of all members of the unit to each member of the unit.

Copyright

3. The Association proposes to add language to Part 1 to ensure that copyright remains with the member for material that the member has developed in the regular course of their employment, regardless of the source of the funds with which that material was developed.

Investigations & Grievances

4. The Association proposes to add new language to Part 1 governing the conduct of informal dispute resolution and formal investigation procedures.
5. The Association proposes to amend Part 1, Article 20 to expedite and streamline grievance timelines.

Part 2: Salaries and Economic Benefits

General Wage Increase

6. 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 at comparator institutions, such increase also to be applied to all salary grids and minima.

Merit, PSA & CPI

7. The Association proposes to amend Part 2, Article 2, and Appendix A:
 - a) to ensure Merit/PSA and CPI are more equitably distributed across the membership.
 - b) to amend Part 2, Article 2 to improve transparency in Merit and PSA awards.

Benefits

8. The Association proposes to amend Part 2, Article 7.02, to ensure that there shall be no changes to the extended-health plan provisions without Association approval.
9. The Association proposes to amend Part 2, Article 7 and Part 7, Article 16, to provide full benefits for all members.
10. The Association proposes to increase money limits and timelines for the Health Spending Account in Part 2, Article 7.04.
11. The Association proposes to amend Part 2, Article 7.02, to support equity, diversity, and inclusion, and to provide benefits for fertility treatments and gender affirmation procedures.
12. The Association proposes that Part 2, Article 7.09 be amended to extend eligibility for tuition waivers to spouses and partners.

Part 3: Leaves

13. The Association proposes to modify Part 3, Article 7, to provide improved parental leaves.
14. The Association proposes to introduce compassionate care leave, bereavement leave, and domestic violence leave Articles in Part 3.
15. The Association proposes to modify Part 3, Article 2, to allow members in classifications eligible for study leave to count years spent on without-review contracts as part of their eligibility period (Part 4, Article 2.01, or Part 5, Article 2.02 a)).
16. The Association proposes to modify Part 3, Article 2, to allow 12-month study leaves after 8 years at 100% of salary, or 6-month study leaves after 6 years at 100%.

Part 4: Conditions of Appointment for Faculty

17. The Association proposes that student experience surveys not be used for summative purposes. (Part 4, Article 4.02, & Part 7, Article 8.02).

Lecturers

18. The Association proposes to modify Part 4, Article 7.03, to provide Lecturers with improved job security.
19. The Association proposes to introduce new language in Part 4, Article 2.02, to ensure that Lecturers have 30 consecutive days free of assigned courses each year.

Tenured/Tenure-Track Faculty:

20. The Association proposes to amend Part 4, Article 3, to clarify that the total body of work shall be assessed in ARPT processes regardless of the intervals at which that work is created.
21. The Association proposes to amend Part 4, Article 9, to improve processes for optional reviews.
22. The Association proposes to amend Part 4, Article 5 to define “eligible members” of academic units and specify who can participate in ARPT processes.
23. The Association proposes to amend Part 4, Article 5.09, to ensure that collegial procedures for reappointment, promotion and tenure in non-departmentalized units are consistent with those in departmentalized faculties.

Part 5: Conditions of Appointment for Librarians

24. The Association proposes revisions to Part 5, Article 1.02, to introduce administrative leaves for Heads in the Library.
25. The Association proposes revisions to Part 5, Article 3, to expand the designated types of assigned responsibilities and protect workload balance.

Part 7: Conditions of Appointment for Sessional Lecturers

26. The Association proposes to amend Part 7, Article 1.03, and Part 2, Article 4, to provide for a single minimum salary scale and a uniform definition of full-time for Sessional Lecturers.
27. The Association proposes to amend Part 7, Articles 3 & 12 to provide Sessional Lecturers with increased rights to work.
28. The Association proposes to amend Part 7 to standardize the following for Sessional Lecturers:
 - a) compensation for course-preparation and post-contract work for Sessional Lecturers.
 - b) institutional resources Sessional Lecturers need to prepare for and administer a course.

Other

29. The Association proposes a 2-year term for the Agreement.

30. The Association proposes to discuss all Letters of Understanding.

Housekeeping

31. The Association has identified a number of housekeeping items.