

Bargaining  
2014  
Issue 1  
Nov. 6, 2014



2014  
**NEGOTIATIONS**  
Full-time Faculty and Librarians

# Taking Aim: Bargaining Update



CAUT consultant, Neil Tudiver, calls it “the shotgun approach” to bargaining...

One side – in this case the Administration’s side – fires its “shot”, lets the pellets spray across our Members’ territory, and hopes to hit something worth taking home. Up close, a shotgun can take down big game, like a deer or a bear, but from a little ways back it’s perfect for spreading its ammunition across a larger space and doing damage to numerous smaller animals – squirrels and rabbits that you don’t as easily miss from the bush landscape.

The same holds true for Member rights in collective bargaining. Small “hits” to our Collective Agreement are sometimes accepted from negotiations to negotiations but, over time, these losses accumulate – and the protected territory that has allowed our Members to survive in a landscape that is becoming ever more hostile to the work they do begins to shrink.

After a fairly lengthy bargaining hiatus – the unavoidable result of previously-scheduled conferences, arbitration dates, meetings and convocation responsibilities on both sides of the table – the teams are now ready to settle in for a number of negotiating meetings that are scheduled to begin November 6 and carry on thru December. As your Team moves into these next few months, it is mindful of what the Administration is attempting to do by firing what may initially seem to be “small shots” but, in their entirety, add up to a full-scale attack on the very idea of the “Professoriate”.

As a whole, the numerous small changes being proposed by the Administration can be summed up simply – WLU’s faculty don’t work hard enough, cannot be trusted to be working when they say they are working, and cannot be counted on to be working in the “right” way. Our Members, apparently, need increased surveillance and monitoring, increased evaluation and review of their teaching and research, extra levels of administration watching over them, and higher hurdles for tenure and promotion. In addition, they should be willing to accept these changes with less money in their pockets and an increased responsibility for their own pensions. In return for this, the Administration will offer to further erode tenured ranks by removing any caps on Limited Term Appointments (in SBE – for now, anyway...)

To this point, a number of matters have been settled, though – admittedly – many of these involved issues and language that have been fairly straightforward. These include improvements in the language that help to clarify and streamline Librarian Appointments and Promotions, that improve the ability of our Members (through WLUF) to communicate with the Board of Governors, that streamline communications during the grievance process, and that improve Members’ timelines and days available for vacation entitlements. In addition, the Parties have agreed to transition Full-time Faculty and Librarians to a bi-weekly pay schedule, bringing our Unit in line with all other employee groups on cam-

pus. Connected to this change, the Parties have also agreed to certain provisions for the pay transition period which should ensure that no Member suffers any hardship while the pay-scheduling change takes place.

Presented, but still sitting on the table, are a number of WLUFA proposals that – because of our Member Survey – we know are important to you. To begin, while some minor changes around current and possible future multi-campus issues have been agreed to with regard to maintaining workspaces and computer accessibility for faculty who must teach away from their home campus, our major concerns remain unanswered. These include proposals that protect Members from being assigned teaching or being transferred to other campuses at Laurier without their consent, as well as proposals that ensure that proper academic support in the form of program officers is offered on all campuses of WLU that house majors. Closely connected to this is WLUFA's demand that the Administration standardise its expectations regarding the responsibilities placed on chairs, program coordinators, and area heads – and that it recognizes that work through a transparent system of clearly-defined parameters for determining course releases.

The above proposals are in keeping with WLUFA language that has been crafted to help our Members to continue to maintain their commitment to providing excellence in teaching, research and service that marks so many of our careers. This can only be done by ensuring that our current faculty complement is maintained, that we have proper support for teaching through increased grading assistance, that our intellectual property is respected and protected – particularly as pedagogy moves more and more into the virtual universe – and, of course, that we remain economically competitive in our ability to attract and maintain quality faculty.

While there is still some hope that WLUFA and the Administration can come to an agreement inside of 2014, the fact is that there remain a number of significant proposals from both Parties that need to be worked through at the table. In addition, there is the issue of having two Parties that seem to be talking about two completely different groups of employees. While WLUFA argues to protect quality education at Laurier through the protection of the rights of our highly-qualified and dedicated faculty and librarian members, the Administration seems bent on arguing that the faculty who are charged with “inspiring lives” at WLU are not wholly capable of doing the job.

Your Negotiating Team

**Brantford  
Bargaining Unit  
Meeting!**

**Monday, Nov. 10  
11:00 am - 1:00 pm  
OD 205**

**Waterloo  
Bargaining Unit  
Meeting!**

**Wednesday, Nov. 12  
1:30 to 3:30 pm  
Paul Martin Centre**