

WLUFA FT Tentative Agreement

June 27, 2023

Bargaining Team

- Azim Essaji (Chief Negotiator; Economics)
- Jeffrey Aguinaldo (Sociology)
- Derek Gray (Biology)
- Lianne Leddy (History)
- Joanne Oud (Library)
- Terry Poirier (WLUFA, Executive Director)
- Glenda Wall (Sociology)
- Linda Watson (WLUFA, Recorder)

Timeline

- Proposal Exchange: May 10
- Concentrated Bargaining
 - May 23-26
 - June 12-16
 - June 19-21 (Deal at 1am!)

Priorities: WLUFA

- Workload Improvements
 - Improved compensation for administrative positions, while potentially lightening workload
 - Credit for Directed Studies and Graduate Supervision
 - Improved Marking Assistance
 - Complement
- Enhancing Benefits
- Increasing compensation to make up for Bill 124 freezes, and recent high inflation

Priorities: WLUFA

- PTP working conditions
 - Moving to the same thresholds for large-class course releases
 - Transfer language
- Librarian working conditions
 - Stability of work-from-home arrangements
 - Minimum complement
 - Minimum complement at Brantford
 - Office space at Brantford

Priorities: Administration

- Ability to assign workload in any mode of delivery, provided the mode of delivery is approved, for the program, by Senate
- "Regularization" of online overload teaching
- Benefit "cost-management"
 - 15% co-pay for all Extended Health Care expenses
 - Prior authorization from prescription drugs
- Removal of large-class course releases
- Separation of hiring committees from tenure and promotion committees with
 - student representation on hiring
 - hiring committees reporting directly to the Dean

Priorities: Administration

- Separation of hiring committees from tenure and promotion committees with
 - student representation on hiring
 - hiring committees reporting directly to the Dean
- Removal of the requirement that departments have an undergraduate officer
- Clarifying the teaching and service pathways for promotion to professor
 - under service, basically restricting it to senior administration
 - under teaching, “to sustained pedagogical innovation”

Agreement: Compensation/Workload for Administrators

WLUFA Proposal	Administration Proposal	Outcome
<p>Improved Compensation for Chairs etc. Current range: \$4,121-\$6,697 Proposal: \$8,500-\$10,500 (+ further scale increases)</p>	Status Quo	Increase of \$1,000 effective July 1, 2023; annual increases of 3% for the next two years
<p>Course Releases for Chairs etc. become a minimum entitlement</p> <p>Chairs etc. could convert part of stipend to course release</p>	Status Quo	Status Quo

Agreement: Compensation/Workload for Administrators

WLUFA Proposal	Administration Proposal	Outcome
Music program coordinators to be treated like undergraduate and graduate officers in other faculties	No proposal	Status Quo
No proposal	Make undergraduate officers optional	Status Quo

Agreement: Directed Studies and Graduate Supervision

WLUFA Proposal	Administration Proposal	Outcome
Principal supervision of a single Master's thesis, major research paper or doctoral dissertation to be included in workload; additional supervisions to receive 0.125 course-release credit (to a max. of 0.5 credits per year)	Status Quo	<p>Pool of course releases available for research excellence now extended to cover instructional development and graduate supervision beyond the norm</p> <p>Annual pool expanded from 55 to 65 courses</p>
One directed study to be part of a Member's workload; additional supervisions to receive 0.05 course-release credit, to a max. of 0.5 credit per year	Status Quo	Status Quo

Agreement: Large-Class Course Releases and Marking Assistance

WLUFA Proposal	Administration Proposal	Outcome
Reduction in the threshold for PTPs to get large-class course releases to that of regular faculty	Elimination of large-class course releases	Status Quo, but regular faculty have to hit the 350 (600) threshold in three or fewer courses (PTPs must hit the thresholds in five or fewer) No change to PTP thresholds

Agreement: Large-Class Course Releases and Marking Assistance

WLUFA Proposal	Administration Proposal	Outcome
Reduction in threshold for marking assistance to 50; upper limit removed	<p>Marking assistance to be given once course (not total students per term) exceeds 75 students; max. assistance of 130 hours</p> <p>Minimum 30% of evaluation has to be hand marking</p> <p>All conditional on eliminating large-class releases</p>	<p>Maximum limit on marking assistance raised to 195 hours (present limit: 125 hours)</p> <p>Minimum 20% of evaluation has to be through hand-marking</p>

Agreement: Overload

WLUFA Proposal	Administration Proposal	Outcome
No proposal	<p>Reduction in maximum overload teaching to one course (current: three)</p> <p>All receiving administrative course releases (not just Chairs, Program Coordinators and Area Coordinators) to require VPA approval to teach overload</p>	<p>Maximum overload teaching remains at three</p> <p>All receiving administrative course releases (not just Chairs, Program Coordinators and Area Coordinators) to require VPA approval to teach overload</p>

Agreement: Faculty and Librarian Complement

WLUFA Proposal	Administration Proposal	Outcome
Increase minimum complement of tenured and tenure track faculty to 502 (current: 480)	Status Quo	Minimum tenured and tenure-track complement is 490
Librarian complement to 23 on July 1, 2024 (current min.: 21; actual complement, 22) Brantford to have minimum three FT librarians	Status Quo	Status Quo

Agreement: Faculty and Librarian Complement

WLUFA Proposal	Administration Proposal	Outcome
<p>Reduction in teaching by non-members to 41% of all courses (Article 34.4: current limit -- 42%) penalty clause (34.5) suspended for 2020-23 Collective Agreement due to COVID)</p> <p>Penalty clause enforcing limit on teaching by non-members (Article 34.5) reactivated (current: penalty clause suspended for 2020-23 Collective Agreement due to COVID)</p>	<p>Extension of the suspension of 34.5 to June 30, 2026</p>	<p>Extension of the suspension of 34.5 to June 30, 2025</p>

Agreement: Separation of Search and Tenure and Promotion Committees

WLUFA Proposal	Administration Proposal	Outcome
<p>No proposal</p>	<p>Separation of Search Committee from Tenure and Promotion Committees</p> <p>Search Committees to contain a student</p> <p>Search committees to be elected by departments-in-council (or equivalent), but report back to the Dean: no approval of shortlist by department-in-council, or Dean</p> <p>In library, one member of the Search committee to be appointed by the UL</p>	<p>Search and Tenure and Promotion Committees now separate</p> <p>No student on Search Committee</p> <p>Search Committee shortlist to be approved by department-in-council</p> <p>Librarian Search committees to be entirely elected by the Librarians-in-Council</p>

Agreement: Promotion to Full Professor

WLUFA Proposal	Administration Proposal	Outcome
<p>Loosen requirements for referees from Full Professor to Associate Professors who are recognized experts</p> <p>Bar on collaborators reduced to five years, from six</p> <p>Clarified language on who is in a conflict of interest</p>	<p>No Proposal</p>	<p>Agreed: referees can be any recognized expert in the field</p> <p>Bar on collaborators is now five years</p> <p>Clarified language on who is in a conflict of interest</p>

Agreement: Promotion to Full Professor

WLUFA Proposal	Administration Proposal	Outcome
No proposal	Insert specific language on the pathway to full professor via teaching and service Teaching: sustained innovation Service: academic leadership	Refined language: Teaching: innovation, or sustained excellence Service: sustained impact

Agreement: PTP Transfer

WLUFA Proposal	Administration Proposal	Outcome
<p>Proposed language to allow conversion of PTPs to regular positions</p> <p>Candidates would have to apply to their DAPCs, which would vote on whether to recommend the conversion to the Dean</p> <p>Final decision to allow the conversion would be the Dean's, but such permission cannot be unreasonably withheld</p> <p>Candidates would have to meet the requirements of regular positions</p>	<p>No proposal</p>	<p>Status Quo</p>

Agreement: Mode of Delivery

WLUFA Proposal	Administration Proposal	Outcome
No proposal	Members could be assigned courses in any mode of delivery, provided the mode of delivery had been approved, for the program, by Senate	Members cannot be assigned Online or Special courses without their consent unless: <ol style="list-style-type: none">1. There is no other work available for them in the sub-unit2. And, the mode of delivery for the course has been approved by the department/program-in-council, faculty-in-council, and Senate

Agreement: Online Courses

WLUFA Proposal	Administration Proposal	Outcome
No proposal	Member to be paid the same for teaching online courses, on overload, as a regular course, on overload (current: reduced stipend (~\$5,000 vs. ~\$8,000), but for every student in excess of 25, a \$65 payment)	<p>Members to be paid the same for teaching online courses and regular courses, on overload</p> <p>Applies to FT faculty, only. CTF to continue to be paid as before</p> <p>FT faculty who develop online courses will have the option to teach them the first three times the courses are offered, as part of their regular load</p>

Agreement: Governance

WLUFA Proposal	Administration Proposal	Outcome
WLUFA to consent to any University policies that affect Terms and Conditions of Employment	No Proposal	Status Quo
Enshrine privacy of personal and professional communication, subject to FIPPA	No proposal	Status Quo

Agreement: Leaves

WLUFA Proposal	Administration Proposal	Outcome
Proposed changes to allow for full-year, 100% sabbaticals after the first sabbatical	No proposal	Status Quo
Proposed extending compassionate leave for illness or death of “an individual in a close personal relationship” Extra leave for travel, and to accommodate religious or cultural practice	No proposal	Leaves now extended to death or illness of those who are “considered to be like family” Dean/UL shall extend leave to accommodate creed-based practices and travel, but may demand supporting documentation

Agreement: Research Misconduct

WLUFA Proposal	Administration Proposal	Outcome
<p>No proposal</p>	<p>Mandate research data retention for a minimum of seven (7) year from the later of (among other conditions):</p> <ul style="list-style-type: none"> - date of publication of a report on the research - a student using their research completes their degree <p>Adopt Tri-Council framework on what constitutes misconduct</p> <p>Remove right to WLUFA representation at research misconduct panels</p>	<p>Mandate research data retention for seven years following the end of a project's data collection and recording period (subject to REB conditions)</p> <p>Adopt Tri-Council framework on what constitutes misconduct</p> <p>Right to representation retained</p>

Agreement: Librarians

WLUFA Proposal	Administration Proposal	Outcome
<p>Allow partial work-from-home for some days, on a regular basis</p> <p>Work-from-home arrangements to be one year in duration, with some exceptions</p> <p>Guaranteed shared office space for Waterloo-based librarians performing some duties at Brantford</p>	<p>No proposal</p>	<p>All partial work-from-home on a regular bases</p> <p>Guaranteed shared office space for Waterloo-based librarians performing some duties at Brantford</p>

Agreement: Miscellaneous

WLUFA Proposal	Administration Proposal	Outcome
	<p>“Teaching Evaluations” now referred to as “Student Course Surveys”</p> <p>No evaluation of teaching can rely exclusively or primarily on Student Course Surveys</p>	Agreed
	<p>Conflict-of-interest provisions extended to “intimate partnerships”, not just “sexual relationships”</p>	Agreed

Agreement: Miscellaneous

WLUFA Proposal	Administration Proposal	Outcome
	With some limitations, faculty to proctor all their exams (current: at least one)	Agreed
Merit categories to be made more flexible: 30%-50% for teaching, 30%-50% for scholarship, 10%-30% for service		Agreed
Creation of \$20,000 EDII fund \$10,000 for EDI work \$10,000 for Indigenous Knowledge endeavours		Agreed

Agreement: Benefits

WLUFA Proposal	Administration Proposal	Outcome
<p>Global fund for paramedical practitioners of \$3,000</p> <p>Add registered dietitians, kinesiologists and occupational therapists to list of paramedical practitioners</p>	<p>Co-pay (15%) for paramedical practitioners, to a max of \$2,000 p.a. across all co-pays</p> <p>Existing \$600 limit, per person, per speciality, per year</p>	<p>Status Quo</p>

Agreement: Benefits

WLUFA Proposal	Administration Proposal	Outcome
<p>Dispensing fee maximum to \$12 (current: \$8)</p> <p>Coverage for the Shingrix vaccine</p>	<p>Co-pay (15%) for prescription drugs, to a max of \$2,000 p.a. across all co-pays</p> <p>Prior authorization for a list of high-cost drugs; no coverage for off-label use</p>	Status Quo
<p>Vision coverage to \$600/24 months, from \$500</p> <p>Lifetime \$2,000 per person for laser eye surgery and refractive lens exchange</p>	<p>Co-pay (15%) for vision, to a max of \$2,000 p.a. across all co-pays</p> <p>Amounts unchanged</p>	Status Quo

Agreement: Benefits

WLUFA Proposal	Administration Proposal	Outcome
Counselling to \$4,000 p.a. (Current: \$1,500)	Co-pay (15%) for counselling, to a max of \$2,000 p.a. across all co-pays Limit unchanged	Status Quo
Hearing Aids to \$3,750 every 60 months (current: \$1,000/24 months)	Co-pay (15%) , to a max of \$2,000 p.a. across all co-pays	Status Quo
Life insurance to 2X annual income (current: 1.5X)	Status Quo	Status Quo

Agreement: Benefits

WLUFA Proposal	Administration Proposal	Outcome
Major Dental: 75% to a max. of \$5,000 p.a. (current: 50% to \$2,500 max. p.a.)	Co-pay (15%) , to a max of \$2,000 p.a. across all co-pays Limit unchanged	Status Quo
Orthodontics; 75% to a max. of \$5,000 lifetime (current: 50% to \$2,000 max. lifetime)	Co-pay (15%) , to a max of \$2,000 p.a. across all co-pays Limit unchanged	Status Quo
Accessibility Fund: \$10,000 to cover treatments and devices not already covered (for Members with a Disability)	No proposal	Status Quo

Agreement: Benefits

WLUFA Proposal	Administration Proposal	Outcome
<p>Gender Affirmation Coverage: Eligibility for Sun Life’s Extended Gender Affirmation Coverage</p> <p>Additional \$10,00 fund to support costs not covered elsewhere</p>	No proposal	Eligible for Sun Life’s Extended Gender Affirmation Coverage
<p>Transit Passes: in lieu of parking permit, Members could receive a bus pass</p>	No proposal	Status Quo
<p>Ensure retiree access to licensed software</p>	Remove access to university “computing facilities”	Status Quo: Retirees still have access to computing facilities

Agreement: Compensation

WLUFA Proposal	Administration Proposal	Outcome
<p>Scale increases of 3.5%, 3.0%, 3.0% on July 1 2023, 2024 and 2025 respectively</p> <p>3.0% Ontario System Adjustment on July 1, 2023</p> <p>All position minimums to go up by the same, as do overload stipends</p>	<p>No initial proposal</p>	<p>Scale increases of 3.0%, 3.0%, 3.0% on July 1 2023, 2024 and 2025 respectively</p> <p>0.5% Ontario System Adjustment on July 1, 2024 and a further 0.5% on July 1, 2025</p> <p>All position minimums to increase by 3% per annum, as do overload stipends</p>