

We make **UofM** happen

UMFA Members vote at SGM to authorize a strike vote

UMFA Bargaining Newsletter

October 2016

UMFA Members Authorize a Strike Vote

At the Special General Meeting on October 4, UMFA Members met to reaffirm their bargaining priorities and discuss the current state of negotiations. With overwhelming support, Members voted to authorize the Association to hold a strike vote.

A strike vote is a step we take to put ourselves in a legal strike position. It gives the Executive the ability to call a strike if we don't see movement on our priorities.

A 'yes' vote doesn't mean that we're going on strike. It means that we're putting the Employer on notice: if they don't respond to our priorities, we are ready to withdraw our labour.

Summary of Priorities

While there are several other proposals on the table, those summarized below are the core issues animating our efforts. They are:

- Performance indicators
- Collegial governance
- Workload
- Management rights
- Librarian and Instructor job security
- Contract duration

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UMFA Members Authorize a Strike Vote

Summary of Priorities



Our Priorities: where is the employer?

Performance indicators/performance management

UMFA's Proposal:	Employer's response:
<ul style="list-style-type: none">Counting has been and will continue to be part of assessmentBibliometrics and numbers purporting to measure the quality of teaching and scholarship will not be permitted in tenure, promotion, or performance evaluation of MembersSuch metrics are not to be used to compare individuals within or across disciplinesSuch metrics are not to be used for purposes of allocating resourcesMetrics can be used for purposes of external accreditation	<ul style="list-style-type: none">Tenure, promotion, or performance evaluation criteria, as determined by Deans, won't include any minimum standard based solely on quantitative measures

Collegial Governance

UMFA's proposals	Employer's response:
<p>Members to vote, in committee, on...</p> <ul style="list-style-type: none">Teaching workload guidelinesTenure and promotion guidelinesPerformance evaluation proceduresExisting practices to stay in place until Dean can develop language Members can agree toUMFA must agree to changes to 'past practices'<ul style="list-style-type: none">This includes guidelines, practices, policies, procedures, bylaws, systems like CONCUR and AD ASTRA, etc.No diminishment of working conditions not covered by the CA	<ul style="list-style-type: none">Dean/director to chair a committee of faculty, and make final decision on teaching workload guidelines, and tenure and promotion guidelines<ul style="list-style-type: none">Tenure guidelines: consult with UMFA and excluded UMFA administratorsPromotion guidelines: consult with all persons with academic rank, including nil appointments and GFTsInitially proposed striking all protection of 'past practices'. Now proposing that changes only be subject to consultation with UMFA, and limited to certain forms of 'past practice' (i.e. the CA language that exists now)Increase ease of hiring Deans from outside the UM by making it easier to make spousal hires for administrators

Workload

UMFA:	Employer:
<ul style="list-style-type: none">• Admin staff support for new guidelines, policies, procedures, systems, etc., that will increase, or have increased, Members' workloads• Deans to commit to fair, equitable, and transparent methods of assigning teaching workload• Teaching workload to be frozen at March 31, 2016 minimums until Members can vote on new teaching workload guidelines• Members to vote on minimum class enrollment levels, otherwise they are to remain at March 31 levels• Members not required to make up courses cancelled after August 15 due to low enrollment• Members to retain all banked teaching credits indefinitely• On-load teaching will be done in Fall and Winter semesters, unless agreed to by the Member	<ul style="list-style-type: none">• General commitment to reasonable, equitable, and transparent process consistent with Member's type of appointment• The above to be subject to flexibility in teaching assignment in order to fulfill operational requirements of the University• Deans/directors to annually communicate approach to teaching load

Management Rights

UMFA's proposal:	Employer's response:
<ul style="list-style-type: none">• That the Employer act fairly, reasonably, and equitably in exercising its management rights in regard to all matters not covered by the Collective Agreement	<ul style="list-style-type: none">• "Although the University endeavours to exercise its management rights in a fair and reasonable way, this is currently something within management's discretion."

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Instructor and Librarian Job Security

UMFA:	Employer:
<ul style="list-style-type: none">• Instructors and Librarians to be protected by ‘Complement’ language and academic layoff language• Include instructors and Librarians in “Financial Exigency” language, which protects against arbitrary lay-offs for financial reasons (article 28)• Provide definition of ‘low enrollment’ when used to justify a lay-off• In response to Employer’s revised process for Continuing Appointment:<ul style="list-style-type: none">• A formal application process initiated by the Instructor<ul style="list-style-type: none">• No reliance on annual performance reviews• Committee and Head to make recommendation on appointment to Dean• Right to grieve if appointment denied	<ul style="list-style-type: none">• Refuse to explicitly include Librarians and Instructors in ‘complement’ language• Remove “research” from description of Instructor’s work• Originally proposed eliminating provisions that guarantee Members holding term positions for 6 years or more will be given those positions when they are re-offered. Have since withdrawn proposal• Revised process for Continuing Appointments<ul style="list-style-type: none">• Right to appeal rather than right to grieve if appointment denied.

Duration of new Collective Agreement

UMFA's proposal:	Employer's proposal:
<ul style="list-style-type: none">• 1 year	<ul style="list-style-type: none">• 4 years• Agreement to expire automatically at end of term (currently continues in force unless one side declares desire to terminate agreement)

Salary

1. Are UMFA members adequately paid relative to professors, librarians and instructors working at reasonable comparator universities? **No.**

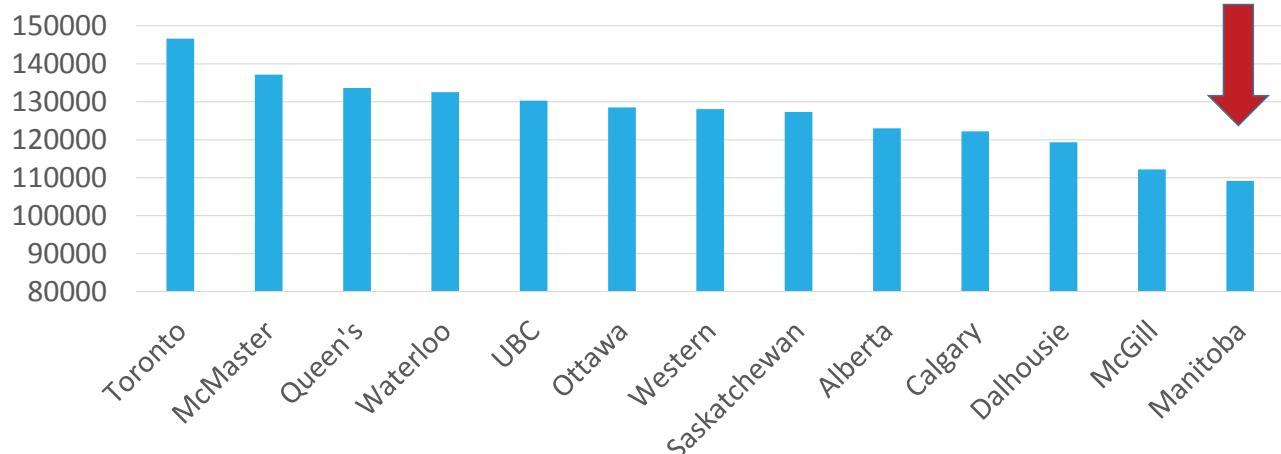
2. Does the UM have sufficient operating funds to pay higher salaries? **Yes**

We know this because we’ve looked at the UM’s public budget documents and compared our salaries to the “U15”. The institutions in the U15 are Manitoba, Dalhousie, Saskatchewan, Ottawa, Queen’s, Western, Waterloo, McMaster, UBC, Calgary, Alberta, Toronto, Laval, McGill, Université de Montréal. For the purposes of greater comparison, we have also compared UM salaries to the U13 (which is the U15 without Laval and Montreal) and the “University of Saskatchewan 8” (Manitoba, Dalhousie, Saskatchewan, Guelph, Western, McMaster, Calgary, Alberta).

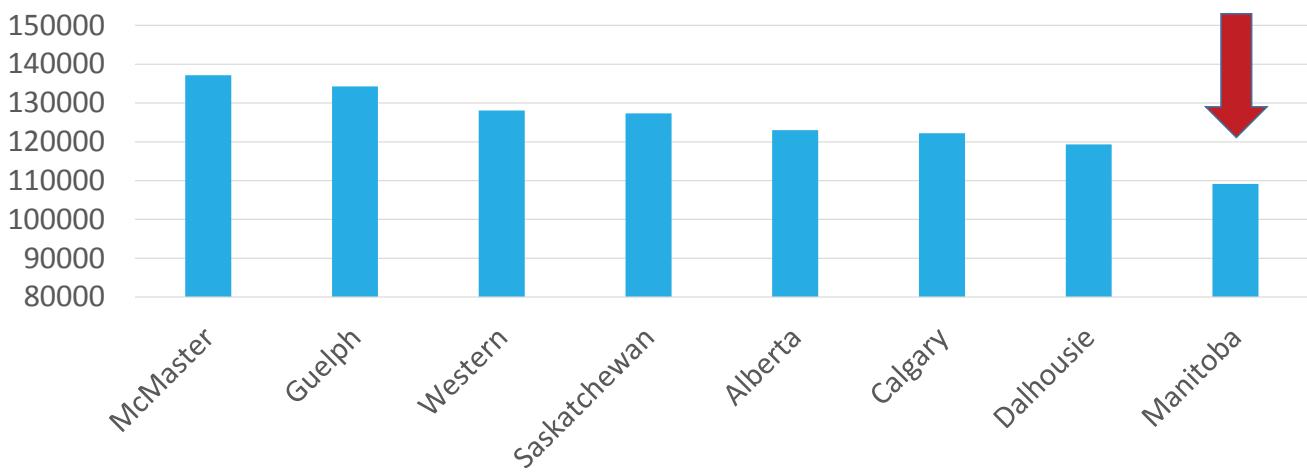
When we compare salaries amongst these groups, we see the UofM salaries are very much near, or at the bottom.

Associate Professors

U13 Associate Professor Average Salaries 2013-2014



Saskatchewan 8 Associate Professor Average Salaries 2013-2014



UM vs. U13 salaries

2013-2014	Full professor	Associate professor	Assistant professor
Mean U13	\$163,457	\$126,929	\$105,049
Median U13	\$165,164	\$128,096	\$104,548
UM	\$143,736	\$109,132	\$88,379
UM rank in U13	13	13	13
UM as % of mean	88%	86%	84%
2010-2011			
UM rank in U12	12	12	12
UM as % of mean	89%	84%	83%

UM vs. Saskatchewan 8 Salaries

	Full professor	Associate professor	Assistant professor
2013-2014			
Mean S8	\$161,854	\$125,070	\$102,735
Median S8	\$163,667	\$125,164	\$103,060
UM	\$143,736	\$109,132	\$88,379
UM rank in Sask 8	8	8	8
UM as % of mean	89%	87%	86%
2010-2011			
UM rank in Sask 8	8	8	8
UM as % of mean	91%	86%	86%

UM Financial Condition (\$ millions)

2016 operating revenues	\$629.5
Operating surplus (revenues – expenses)	\$95.6
Operating surplus (% of revenue)	15.2%

What happens to the surplus?

Funding of capital asset additions	\$72.3
UM Strategic Priorities	\$34.0

UM salary proposal (first year)

Scale increase 1%

Market adjustments

Professors, Librarians, Senior Instructors 0

All other ranks, below threshold only* \$1,500

* 412 of 1,232 UMFA members would receive adjustment

Average salary increase 3.5%

Cost of UM proposal \$2.1 million

To Summarize:

Cost of UM salary proposal \$2.1

Cost of UMFA salary proposal \$15.2

UM 2016 operating surplus \$95.6

UM 2016 Strategic Priorities Capital Investments \$34.0

U13 rank with UMFA proposal 11th

U13 rank with UM proposal 13th

UMFA's latest salary proposal: We can be 11th (but it will take a few years)!

Scale increase 2%

Market adjustments

Professors \$2,100

Associate Professors \$3,120

Assistant Professors \$3,450

Instructors, Librarians, Lecturers \$2,880

Eliminate thresholds

Average salary increase 6.9%

Cost of UMFA proposal \$6.9 million

Other Proposals

Parking

UMFA:	Employer:
<ul style="list-style-type: none">• Increase parking rates by scale; waive fees for UM owned research vehicles	<ul style="list-style-type: none">• Remove parking rates from CA; Rates to be no higher than other staff at same location; not to increase by more than 10%/year• Continue to charge parking for research vehicles

Eco-Pass

UMFA	Employer
<ul style="list-style-type: none">• Employer to subsidize a pass at 50%	<ul style="list-style-type: none">• To do so “would be viewed as elitist and supporting only the University’s most highly paid group of employees.”

Childcare

UMFA	Employer
<ul style="list-style-type: none">• Admin commit to have adequate care by 2019; provide annual childcare subsidy of \$2,400/year	<ul style="list-style-type: none">• Could not afford to provide to all that need it

Tuition waiver for dependents

UMFA	Employer
<ul style="list-style-type: none">• No tuition charged to dependents of Members	<ul style="list-style-type: none">• This would “subsidize the education of the children of one of society’s most elite groups.” Accepting this proposal would mean decreasing salary offer

UMFA Executive Council

UMFA Executive

MARK HUDSON
President
(Sociology)

TOMMY KUCERA
Past President
(Mathematics)

JANET MORRILL
Vice-President
(Accounting & Finance)

MICHAEL SHAW
Treasurer
(Biology)

ESYLLT JONES
Executive Secretary
(History)

JAMES HARE
Grievance Officer
(Biological Sciences)

MARK GABBERT
Grievance Officer
(History)

Members at Large

BRENDA AUSTIN-SMITH
(English, Film & Theatre)

VANESSA SWAIN
(Dentistry)

ORVIE DINGWALL
(Libraries)

UMFA Staff

GREG FLEMMING
Executive Director

BARB YAPPS
Professional Officer

JASON GISSEK
Professional Officer

CANDACE WESELOWSKI
Communications Officer

RENEE CABLE
Campaign Co-ordinator

DEBBIE ABRAHAM
Administrative Assistant
(Financial)

ILZE CEPLIS
Administrative Assistant

UMFA EVENTS

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OCT

11

Strike Vote - Fort Garry Campus

9:00 a.m. to 4:00 p.m.
2nd floor alcove, University Centre

OCT

12

Strike Vote - Fort Garry Campus

9:00 a.m. to 4:00 p.m.
2nd floor alcove, University Centre

AND

5:00 p.m. to 6:30 p.m.
UMFA Office (100-29 Dysart Rd.)

AND

5:00 p.m. to 6:30 p.m.
UMFA Office (100-29 Dysart Rd.)

OCT

13

Strike Vote - Bannatyne Campus

9:00 a.m. to 4:00 p.m.
J.A. Hildes Concourse - Basic
Medical Sciences Building
Bannatyne members only

OCT

13

Strike Vote - Fort Garry Campus

9:00 a.m. to 4:00 p.m.
UMFA Office (100-29 Dysart Rd.)