

**FOR MEMBERS  
OF THE UMFA  
BARGAINING  
UNIT ONLY**

# BARGAINING NEWSLETTER

ISSUE #2

JUNE 2016

## UMFA BARGAINING TEAM

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(Economics)  
Chief Bargainer

**Brenda Austin-Smith**  
(English)

**Cam Morrill**  
(Accounting &  
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**Kevin Scott**  
(Biological Sciences)

**Vanessa Swain**  
(Dentistry)

**Orvie Dingwall**  
(Libraries)

**Barbara Yapps**  
(UMFA Professional  
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### Stay in touch...

We welcome the opportunity to meet at the UMFA Office with individual Members or groups of Members who wish to discuss matters related to bargaining or any other concern they might have.

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## Why do Negotiations Matter?

In meetings and conversations with UMFA members, I have been struck by the degree of commitment academic staff have to all aspects of their jobs, and to the UM. I hear librarians talk about the service cuts and lean staffing almost as though they were injuries. I hear faculty from across campus lament the lack of course offerings. In talking about how their time is stretched, people convey genuine sadness at the erosion of their ability to do their work as well as they would like. As a result of budget cuts, a diminishment of collegial governance, and a variety of threats to our freedom to teach, research, and serve the institution, there is a sense that our university is suffering.

Bargaining is our chance not only to protect our freedoms and duties from administrative decisions, but also to build and improve upon those freedoms, to improve our salaries, and to improve our working conditions.

After months of consultation, the UMFA bargaining team brought a list of priorities to the general Membership this past March. These overwhelmingly aim at protecting and improving collegial governance and academic freedom:

- protecting librarians and instructors from arbitrary lay-offs;
- setting reasonable limits on workload;
- increasing Members' ability to decide on tenure, promotion, and evaluation procedures;
- ensuring adequate levels of administrative support are maintained;
- resisting the imposition of management technologies, including performance indicators;
- making disciplinary proceedings conform to the norms of natural justice;
- improving childcare supports;
- and more.

The administration has responded by proposing to give itself greater flexibility to eliminate the jobs of the University's academic staff and to hire the spouses of new administrators recruited from outside the U of M. And while they know that academics at the U of M are paid salaries that are well below that of their colleagues at other, similar institutions, they have so far failed to present a monetary package.

The bargaining team has met with the administration almost a dozen times since April 12, and has scheduled over twenty more meetings between now and September 1st, in an effort to reach a satisfactory agreement.

*Continued next page...*

In the next couple of months, you will receive more newsletters like this one that detail some of the issues we're working on. Below you'll find a list of dates when we'll be talking about issues that are among those of greatest concern for our academic work.

<u>Issue to be discussed</u>	<u>Date</u>
Management Rights	June 15
Teaching Load	June 24 and July 28
Discontinuance of UMFA Members	July 7
The State of the University Budget	July 12
Salaries	July 14
Performance Management (PIs)	July 19

We will provide updates on these discussions as is possible and you are encouraged to discuss these updates among your colleagues so that all Members are aware of the issues, and what is at stake. As always, please contact the UMFA office with any questions you may have as this process continues to unfold.



Mark Hudson  
President

### Bargaining 2015-16: in brief

- **Survey:** In October 2015, all Members received a bargaining survey to determine Member priorities for the upcoming round.
- **Constituency meetings:** over 25 constituency meetings were held throughout the fall of 2015 into the winter of 2016 to meet with Members face-to-face to discuss issues specific to each constituency.
- **Special General Meeting:** On March 31, 2016, Members came together to discuss the set of proposals the administration brought forth for fast track bargaining, as well as UMFA's set of counter-proposals and regular proposals. The overwhelming majority of Members attending endorsed UMFA's proposal package.
- **Fast track round of bargaining:** Fast-track bargaining began on April 12. Members received updates on April 13 and April 21. Fast track bargaining failed on April 21.
- **Regular bargaining commenced May 25:** Four meetings have been held in the regular round of bargaining. Members received an update on May 30.

## Fast Track Bargaining: What Happened?

In March the administration came to UMFA with a one-year monetary-only contract proposal, citing the uncertainty surrounding the upcoming election as their motivation. UMFA responded with a short list of important governance issues that also needed to be addressed before a deal could be considered.

<u>UMFA’s “freeze” counter-proposal</u>	<u>Central administration’s response</u>
<b>GOVERNANCE:</b>	
<b>Management Rights</b> – that the administration exercise its rights in a manner that is fair, reasonable and equitable.	Rejected
<b>Teaching Load</b> – that teaching loads will not be greater than those in effect as of March 31, 2016 and that teaching assignments on load are to occur during fall and winter terms only, unless the Member consents.	Rejected
<b>Performance Indicators</b> – that <a href="#">performance indicators</a> not be used, nor developed for use, at either the unit or individual levels.	Rejected
<b>For Librarians and Instructors</b> – Commit to guaranteeing the job security of Instructors and Librarians in a letter of understanding (LOU).	Prepared to offer a freeze in the layoff of instructors and librarians for either academic or financial reasons for one year (until March 31, 2017), with no expectation that the LOU would be renewed or be extended past the one year.

These issues are still on the table, but will now be discussed at greater length and in more detail.

**Read all previous bargaining updates and newsletters here:**

<http://www.umfa.ca/pages/publications/newsletters/bargainingnewsletters.html>

**HAVE A QUESTION ABOUT YOUR JOB?**

**NEED ADVICE ON AN ISSUE?**

**WANT TO GET INVOLVED WITH YOUR ASSOCIATION?**

**UMFA IS HERE TO HELP.  
CONTACT US AT 474-8272 OR TALK TO  
YOUR BOARD REPRESENTATIVE  
TODAY!**



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