



UMFA Members and their allies march towards the Admin Building, Nov. 4, 2016

## NEWS & VIEWS

UMFA's Member Bulletin

February/March 2017

### President's Message



None of us need reminding that the last bargaining round was a tough one. First and foremost, my thanks go out to every single one of you who stood in solidarity with your colleagues on the picket lines, in the strike headquarters, driving vans, and at rallies during November, and to all of those who helped in the weeks and months prior. I was amazed at and humbled by the energy and commitment of so many of you who collectively carried the load of the strike.

We've had a few months now to sort through the experience of the strike and the last round of bargaining (just in time to head into our next round). We've had a number of meetings and committee reports reflecting on what we did well, and what we think we need to do better in the future. We also have your responses to the post-bargaining survey we recently sent out. I want to share with you some of those reflections.

Through all of your efforts, and the extraordinary contributions of people like Jim Hare, Mike Shaw, Tom Booth, and Caterina Reitano, the strike itself ran incredibly smoothly. From organizing picket lines, shuttling people to where they need to be, getting supplies out, feeding hungry and cold picketers, getting the checks out, and training picket captains, to keeping discipline and safety on the lines, organizing rallies, and playing music at our Friday night solidarity events, we were a pretty well-oiled machine. There were some hitches, of course, and the Job Action Committee has made recommendations that we believe will further improve our effectiveness and efficiency in any future strike. On the whole, however, the coordination of the strike was an amazing and successful collective effort.

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### Bargaining Past, Bargaining Present

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- This Day in UMFA History
- Communications Survey Preliminary Results

(President's Message continued...)

We also did a better job than ever before communicating—both with our members, and with the public through the media. This was also an impressive group effort. Improved communications and dialogue with Members helped us ensure that the issues we were fighting for at the table were important to many of you. During the strike, Members stepped in to help shoot, edit, and produce videos about our bargaining issues. Other members finished their 7-9 AM picket duty and came directly into strike headquarters to work with UMFA staff and Communications Committee to help plan the day's media and messages for the membership. Still others formed the core of a powerful social media campaign, using Twitter and Facebook to convey what was at stake in negotiations, and to increase public pressure on the administration for a fair settlement. Hours and hours of hard groundwork done developing campaign materials and messages prior to the strike became the basis for our communications with the public and with media. The Communications Committee has made a number of recommendations with an eye to continuing development of strategic communications, and putting dialogue with UMFA members at its core.

We have also concluded a full post-mortem of the bargaining process and structures, evaluating the roles and relations of the bargaining team, the Executive, and the Collective Agreement Committee. Bargaining is a high pressure environment, and we need to be attentive to the stresses it puts on those involved. I owe thanks, as do we all, to those who put themselves through the wringer on our behalf at the bargaining table and by serving on the Collective Agreement Committee. We also owe it to them to try to create supportive structures so that they can focus on the task at hand. Recommendations to this end that we believe clarify the roles of these bodies in negotiations have been made by Executive.

The big question, of course, is whether or not these efforts bore fruit. In making this assessment, we need to look both at what we accomplished in the Collective Agreement, and what we accomplished in terms of building our union, long-term, as an institution that protects and advances the quality of our work lives and the quality of public, post-secondary education. The priorities you identified through the pre-bargaining survey, through constituency meetings, and at special general membership meetings were the priorities we carried forward to the end, with the exception of salary. Given the province's heavy hand and the administration's subsequent withdrawal of their salary offer, we were forced to pursue that item through the Manitoba Labour Board—with hearings on the matter slated through March and into May.

On the matter of extending equal job protections to all UMFA members, we were also unsuccessful. Our goal had been to bring Instructors and Librarians under the protections afforded to professors of all ranks, and as negotiations proceeded, the University administration proved unyielding, even with the full force of a strike behind the bargaining team. This is an issue not only of basic fairness and recognition of the indispensable role played by every UMFA member in making the UM happen, but also of academic freedom, and it is an issue that, in my opinion, we must continue to press.

We did not, then, succeed on every front. We did, however, make some very significant advances in the new C.A. The new agreement represents a step forward in enshrining the idea that those who actually do the teaching, the research, and the service should have a strong voice in determining how the university is run. We have new, faculty-based processes for determining tenure and promotion criteria. We have a new process for determining teaching loads. Deans must now work with UMFA members to establish workload guidelines, and seek the members' final approval on those guidelines before they are implemented.



*The new agreement represents a step forward in enshrining the idea that those who actually do the teaching, the research, and the service should have a strong voice in determining how the University is run.*



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(President's Message continued...)

Where we had nothing in place to prevent the administration from perpetually downloading administrative and teaching work onto your shoulders, we now have a shield against it, though it will require organization by and cooperation among UMFA members in their faculties. UMFA's staff and Executive are here to support that.

We also won some ground in the struggle to protect members from the misuse and inappropriate application of performance indicators. We have new language that ensures that performance metrics won't substitute for comprehensive assessment of scholarship. We also have established a joint committee with the administration to assess whether there ought to be further limitations on the use of metrics in tenure, promotion, and evaluation.

We also won commitments for new administrative supports (including support for Concur claims), a joint committee inquiring into the existence and extent of gender-based salary differentials at UM, new "whistleblower" protections, improved privacy provisions, and some modest increases in travel and expenses funds. The administration also agreed to recommend with UMFA, through the staff benefits committee, improvements to some of our dental, orthodontic, and drug benefits.



*This is a strong membership, and as a result, a strong union.*

I also believe that despite the storm of bargaining, and the strains of the strike, that we emerged at the end a stronger union—with the potential to become still more effective. It's a pat phrase, but I've come to believe in it more than ever: the strength of the union is its membership. Yes, we still need to work to build more avenues for members to participate actively in the union, and to support them in organizing for a better workplace in their departments and faculties. We need to continue building our capacity to talk with you and listen to you. If I ever had doubts about your commitment to defending the mission of the University and the foundations of its realization, they are gone. If ever I needed a demonstration of your ability to come together, to support one another, and to rise under adversity, I have had it. This is a strong membership, and as a result, a strong union. We can be stronger still, if we can build on the amazing resolve, solidarity, and mutual support I was lucky enough to witness from so many of you during the strike.

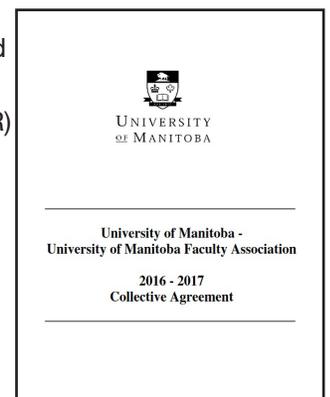


## Improvements to the Collective Agreement Recapped

As a reminder of what was achieved in the last round, below is a summary of the gains we made. Copies of the new CA are being printed, and a PDF version is now on [UMFA.ca](http://UMFA.ca)

### Article 16. Working Conditions

- Parking – Parking Rates to stay in the Collective Agreement. No increase in rates.
- Administrative Support- Priorities for allocation of administrative support to be determined by the dean/director, subject to the proviso that the University shall provide administrative support to Members for travel booking and expense management systems (e.g. CONCUR)
- Confidentiality – Confidentiality provisions now in Articles 18 (Hiring), Article 19 (Tenure) and Article 20 (Promotion). The provision sets out that it is not a breach of confidentiality for committee members to reveal to the Association facts or information pertaining to procedural defects, including bias.
- Privacy – New Article providing privacy protections for personal and professional communications and files, including paper and electronic records, excepting administrative communications. Subject to applicable laws.
- Metrics - New language to be put in Article 19 (Tenure) Article 20 (Promotion) and Article 35 (Performance Evaluations). Metrics not to be substitute for comprehensive assessment of quality and quantity. Any evaluation/assessment shall be based on full review of the quality of contribution. Quantitative factors – number of publications, research funding amounts, number of conference presentations have been and will continue to be an element in assessment.



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o Letter of Understanding establishing joint committee to examine issues relating to metrics. If committee recommends with no more than two dissenting, the Association and the University agree to the immediate addition of clauses into CA which prohibit mandatory submission of research/metrics and the establishment of any standard or recommended expectation.

**Article 18. Hiring:** Clarity in advertising – must post internal positions

**Article 19. (Teaching Guidelines):** Each faculty/school/college to establish a set of teaching guidelines. See page 5 of this newsletter for details.

**Article 19. (Tenure):** Improvements in collegial governance in regard to tenure. Includes structure of the committee, criteria and weightings, and procedures.

**Article 20. Promotion:** Language parallel to the tenure language (Article 19) for promotions for faculty members, instructors, and academic librarians.

**Article 21. Research/Study and Administrative Leaves:** New provision permitting back-to-back administrative leaves and research study leaves for administrators provided that total leave is no more than one year and that no other Member in Department is denied a research/study leave for the same period of time.

**Article 22. Maternity/Parental Leave:** Removal of requirement for 12 months to be eligible to receive top up. Removal of 7 months eligibility for unpaid maternity/parental leave.

**Articles 23 (Summer Session and Extended Ed instruction) and 31 (Administrative Stipends):** Stipends to remain at 2015-2016 rates.

**Article 24. Salaries:** All increments to be at 2015-2016 levels.

**Article 27. Travel Funds and Expenses:** Faculty/School level travel and expense allocations to remain as in 2015-2016. All individual expense and research/study leave allocations were increased by \$500.

**Article 25. Anomalies Fund:** Amounts to stay the same as 2015-2016 - \$100,000.

**Article 26. Merit: Amounts** to remain the same, but 3 new awards for promoting indigenous achievement. Members are restricted to one merit award per category in a three year period.

**Article 32. Grievance Procedure:** Clarify that the Department Head can attend Stage 2 meetings. Stage three to be VP and HR and UMFA representatives and professional/technical advisor.

**Appendix A:** Renewal of existing Letter of Understanding on Renewal which guarantees a minimum complement and guarantees that no faculty members, instructors and academic librarians shall be laid off for academic reasons. Also, a Letter of Commitment from the University that states that there will be no lay off of academic librarians or instructors on probationary and continuing appointments. Letter expires December 31, 2018.

**Appendix B** – Letter of Understanding on Pension Contributions was renewed.

**Appendix C** – Letter of Understanding on Performance Assessment/evaluation was renewed.

**Appendix D and Appendix E:** Provisions as to intramural and extramural practice arrangements are continued (Dentists)

**Appendix F** – Letter of understanding on Retirement Incentive: Member to give one to three years notice. Amount of notice and incentive to be received varies by length of notice period and age at retirement. Maximum payout of \$100,000 for full-time and \$60,000 for reduced/half time. Payout of leave credits \$10,000 per unused credit, up to a maximum of \$50,000.

**Appendix G** – Letter of Understanding on Joint Committee to investigate Gender-Based Salary Differentials: New letter of Understanding. Committee to report twelve months from date CA comes into effect.

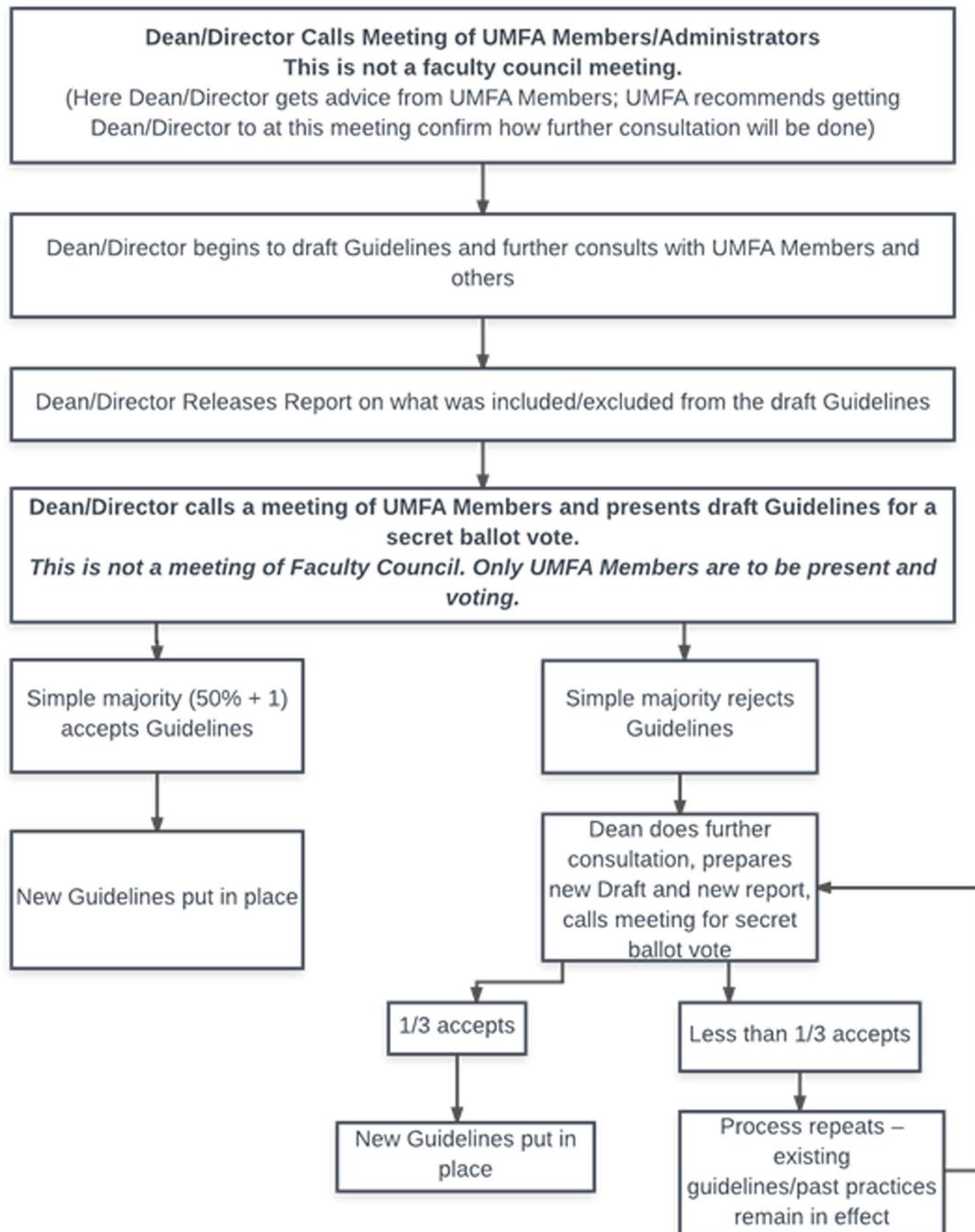


# Knowing your CA: Teaching Guideline Provisions Explained

One of the most important gains we made in the last round of bargaining was the right to have significant input into what our workloads will look like – and it took us three weeks on a picket line to win that right.

Our work doesn't end there, though – only you and the Members in your Faculty, School, or College can make this language effective. Below is a description of the process to be followed, and a list of what the guidelines should include.

## The Process



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## What the Guidelines Should Include

Different Faculties have different methods of teaching and research, and service can take many forms – this is why the Collective Agreement leaves the wording of Workload Guidelines up to the discretion of Deans and Members.

However, certain elements have to be in place. The Collective Agreement states that the **Guidelines must include a standard teaching load range and reference to how circumstances will affect that range** (for example, new faculty may be offered a slightly reduced teaching load, or other teaching reductions may be given for major service/administrative contributions.)

In addition, the development of the guidelines must take into consideration the full range of academic work of all the Members of the Faculty, as well as:

- Research, scholarly work, and other creative activities;
- The full range of demands associated with teaching, including:
  - The nature of the course
  - Course level
  - Enrollment
  - Class size
  - Prep time
  - Prescribed methods of instruction and evaluation
  - Undergraduate and graduate supervisory work
  - The practice of professional skills
  - Assigned service duties
  - Assigned work for other departments, schools, colleges, programs, or Faculties
  - The priorities and integrity of the academic programs of your Faculty, School, or College
  - The range of activities required for granting tenure, continuing appointments, and promotion.

It's also a good idea to propose ways to account for...:

- Academic coaching, counseling, and mentoring
- Consultation with students (e.g. office hours)
- Curriculum and course development
- Supervising TAs and Marker-Graders
- Tutorials, laboratory/clinical demonstration and supervision.

(These are all found in the CA at sections 19.A.1.3.5 and 19.A.1.3.6)

The Guidelines **must address what to do when courses are cancelled because of low enrollment**. The Guidelines must also **include provisions governing the granting and use of banked teaching credits** earned once the guideline comes into force.

If you have any questions, contact the UMFA office at 474-8272 or faum@umfa.ca.



## Notice to Bargain Delivered

The current CA expires on March 31, 2017 and in January UMFA gave notice that the Association intends to once again meet the Employer at the bargaining table.

Since the last round ended there have been several meetings of the Board Representatives, the Executive Council, the Bargaining Team, and the Communications Committee to discuss what we did well and what we need to improve. Preparations for the next round of negotiations are now underway. As a first step, the Board of Representatives recently named Cameron Morrill as Chief Negotiator.

Keep an eye out for the surveys and constituency meetings soon to come!

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## A Message from UMFA's New Chief Negotiator



UMFA's New Chief Negotiator  
Dr. Cameron Morrill

It seems like it is too soon, but at the end of this month our current Collective Agreement reaches the end of its provincial-government-mandated one-year term and so the bargaining process is starting up again. Over the next few weeks, UMFA will be striking committees, sending out surveys and scheduling constituency meetings to identify your concerns and priorities, which will then form a package of proposals that we will take forward.

The bargaining team will be your voice at the table across from the Administration. This is my first time in the role of Chair of the team. In recent rounds, I have been a member of the team and have had the opportunity to observe and learn from the very best, especially Robert Chernomas and Barb Yapps. The team is almost finalized and will include instructors, librarians and professors from across the UM community. They are a strong group, and I am confident that we will be ably supported by the UMFA leadership and staff, and the formidably engaged membership that proved itself in the round of bargaining that ended less than four months ago.

I look forward to meeting with you in the coming weeks and to hearing your concerns as preparations continue.

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## UMFA Annual General Meeting - Save the Date!

It has been an unusual and extremely busy year at UMFA – and it's almost time for the annual wrap-up. **On May 17 at 2:00 p.m. in Marshall McLuhan Hall** you'll hear about of the work of UMFA committees, discuss the previous year's financial statements and the upcoming budget, congratulate this year's award winners, and mingle with your colleagues at the reception following the meeting. See you there!



UMFA President Mark Hudson addresses Members at the 2016 AGM.

## On this Day in UMFA History...

In February of 2013, UMFA combined efforts with all campus unions and held what was probably the biggest joint action in UM's history. On February 13 from 11:30 to 1:30 our unions held the "It's Our University Too!" Rally for Action, to draw attention to issues with corporatization, privatization, contracting-out, diminished collegial governance, and increased workloads at our University. Over 500 people marched on the Admin Building to express their discontent.



UMFA on strike? Nope – It's the "Rally for Action" in 2013!



Over 500 members of the University community and our allies in 2013's "Rally for Action"

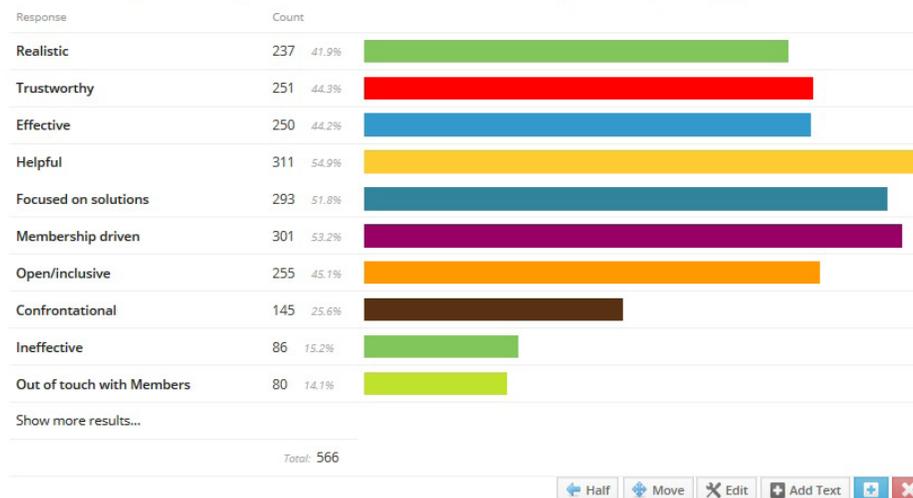
# Communications Survey - Preliminary Highlights

Thank you to everyone who completed the communications survey last month! We received 590 responses, and comparing them to results gathered in 2014 and 2016 shows that we're getting better at reaching Members with information they need. Below are some preliminary thoughts on what we've heard:

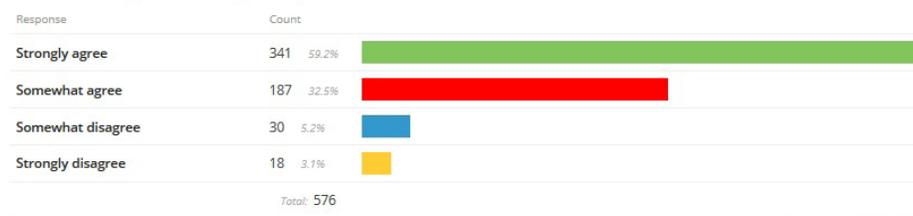
- Over 54% of respondents feel that there has been improvement in our communications since the last survey in 2014, with another 23% feeling they have remained about the same.
- Even with the rise of 'social media' Members still rely heavily on email communications (97.2% of respondents) as a way to get information from UMFA. Newsletters (68.1%) and person to person contact (51.7%) round out the top three ways Members prefer to get their UMFA news.
- We revamped our website in October 2016, and it looks like Members are now more likely to check out UMFA.ca when they have a question (75.7% in 2016 vs. 46.2% in 2014).
- A majority of UMFA Members feel that UMFA is helpful, focused on solutions, member driven, open/inclusive, and a strong voice for academics at the UM. But there's always room for improvement: a number of Members feel negatively about the Association, seeing it as self-serving, closed, and out of touch with Members.
- Since June 2016 Members' trust in UMFA has increased, while distrust of the administration has also increased.

We also got a lot of feedback on bargaining and bargaining outcomes, which will be shared with the Collective Agreement Committee (CAC) and the Bargaining Team (BT) as we prepare for a new round of negotiations.

3. Below are some positive and negative characteristics. Please select all words or phrases that you feel apply to UMFA.



a. UMFA is a strong voice for faculty on campus



b. UMFA Members are what keeps U of M working.

Response	Count
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Snapshot of UMFA's survey results

# 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) (On R/S leave)

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 GISSER  
Professional Officer

CANDACE WESELOWSKI  
Communications Officer

DEBBIE ABRAHAM  
Administrative Assistant (Financial)

ILZE CEPLIS  
Administrative Assistant

The Executive Council is an important decision making body in your Association.

To find how you get in touch with any members of the UMFA Executive Council, Board of Representatives or Staff, please visit [www.umfa.ca/get-involved/committees](http://www.umfa.ca/get-involved/committees).

## UMFA EVENTS

We make **UofM** happen

**MARCH**

### Executive Council Meeting

**15**

2:30-4:30 in the UMFA Boardroom

**APRIL**

### Executive Council Meeting

**11**

2:30-4:30 in the UMFA Boardroom

**MARCH**

### Board of Reps Meeting

**22**

2:30-4:30 in the UMFA Boardroom

**APRIL**

### Board of Reps Meeting

**20**

2:30-4:30 in the UMFA Boardroom

**MAY**

### UMFA Annual General Meeting

**17**

2:00 in Marshall McLuhan Hall