



BARGAINING  
BULLETIN

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This is the **third** in a series of Bargaining Bulletins which are issued by the Executive to inform and educate members about the **2016 collective bargaining process**. Issue #3 will be of interest to LTAs and others who are concerned about workload:

**DIFFERENTIAL WORKLOAD FOR FULL-TIME FACULTY MEMBERS : WHAT HAS BEEN GAINED OVER THE LAST TWO ROUNDS ?**

- **Demands of Chairs:** in the negotiations for the 2010-2013 Full-Time Collective Agreement, the FAUST Negotiating Team was successful in negotiating **additional course releases** for chairs of large departments and for chairs of the schools of social work and education (FT CA Article 17.02.4.7).
- **Demands of new faculty:** in the negotiations for the 2010-2013 Full-Time Collective Agreement, new tenure-track faculty received start-up grants of \$2000 (FT CA Article 20.01.1).

- **Equity for Limited Term Appointments:**
  - **Bridging language:** in the negotiations for the 2010-2013 Collective Agreement, FAUST negotiators were able to negotiate the extension of contracts between successive LTAs or between an LTA and tenure-track position (previously, LTAs' contracts were not "bridged" to the new contract) (FT CA Article 7.05.1.1).
  - **3/2 course load and 12-month contracts:** the FAUST Negotiating Team tabled these priorities in the 2010-2013 round and again in 2013-2016. However, they were unsuccessful in reaching an agreement with the employer's team.
  - **Access to probationary appointments:** during the 2010-2013 round, the Union attempted to negotiate conversion of LTA contracts (those who had been on LTA contracts for four or more years) to probationary appointments, but was unsuccessful. However, they did acquire this compromise: that an employee who has been in an LTA for four years MAY be converted to a probationary appointment when there is a vacancy in the department (Article FT CA 7.02.3.4.1).

Sometimes it is useful to reflect on what has been achieved in the past. Admittedly, there are times when negotiators have not been able to come to an agreement with the Employer. However, as you can see from the above, FAUST will not stop trying...

Respectfully submitted by Bonnie Huskins, FAUST Professional Officer