

AT A GLANCE

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Sometimes collective bargaining between faculty associations and university administrations moves quickly. Witness, for instance, recent negotiations between the Acadia University Faculty Association and its Administration, which began on May 3, 2010 and resulted in a ratified agreement on August 13. Other times, indeed far more often, collective bargaining demands a longer process, as is the case with UNB's full-time academic staff who have been in negotiations with their administration for over 480 days and its part-time bargaining unit, seeking their first contract, who have been in negotiations for almost 900 days.

Following a number of meetings through the spring and early summer to settle procedural matters, the UPEI Faculty Association Negotiating Team and representatives of the University Administration tabled complete packages of proposals on August 3. The teams met ten times between then and the end of September, sometimes in half-day or evening meetings, and other times in full-day meetings through the week or on weekends. Twenty-six hours of negotiations are scheduled for October, and twenty-five for November.

The Employer agreed to our request to begin negotiating with the Articles in Section G. To date, talks have focussed largely, though not exclusively, on Section G-1 (Sessional Instructors). The Faculty Association has been guided by the Report of the Regularization Committee (2009), and is seeking the right for Sessional Instructors to apply for multiple year, renewable part-time contracts, with the attendant possibility of progression through a series of levels. Additionally, the Association is seeking a number of recognitions for Sessional Instructors, including administrative remuneration and access to a specially designated pool of research funds. As progress through the levels occurs, there would be the opportunity to interview

for any open tenure-track positions in their department for which they are demonstrably qualified. A graduated system of eligibility would also provide the possibility of permanent, part-time appointments.

In proposals outside G-1, the Association is seeking improvements to the base pay of Sessional Instructors, the implementation of pay steps, and access to a Professional Development and Travel Reimbursement (PDTR) fund. These proposals, a product of consultation with the Sessional Instructor members of our Association and approved by the Membership, seek recognition of the valuable role Sessional Instructors play in helping to fulfill the mission of UPEI. These proposals speak to the desire of a significant portion of our Sessional Instructor membership to have access to an academic career path, and seek to buffer some of the vulnerability that accompanies their employment situations.

The number of Sessional Instructors at UPEI has increased almost 60 percent since 2002, and these colleagues deserve the rights and protections our Collective Agreement can offer them. While the Faculty Association Negotiating Team and the Administration's Team brought very different perspectives to the table on these matters, the talks continue in constructive and productive ways. We are hopeful that this will result in significant improvements for Sessional Instructors.

Talks have also taken place on Section G-2 (Clinical Nursing Instructors). Here the FA is proposing language consistent with other Members with respect to overload and assignment of workload. We are also trying to ensure consistency with the PEI Nurses Union, for recruitment and retention purposes. At this point, both sides are seeking clarification of each other's positions.

The UPEIFA Negotiating Team remains optimistic that the challenges before them are resolvable, and that negotiations will advance constructively and in a timely manner. The support of the Membership, as demonstrated at the General Meeting on October 18, is essential.

MOTION passed at the General Meeting of Oct. 18

That the Members of UPEIFA BU #1 wish to demonstrate their full support for the Negotiating Team in its efforts to negotiate a fair Collective Agreement and to force the Employer to seriously negotiate those items of importance to the Association in a timely manner.

Plan to Attend

General Meeting

**Mon., Nov. 8
5:30 - 7:00 p.m.**

AVC Lecture Theatre 'A'

Get Informed

UPEI Faculty Association Bargaining Unit #1 Negotiating Team

Wayne Cutcliffe, Chief Negotiator
Sharon Myers
Jim Sentance
Chris Vessey

The Association's *Policy on Decision-Making During the Collective Bargaining Process* can be found on the Useful Links page of the FA website.