

# AT A GLANCE

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As you know, last Monday the UPEIFA requested the Minister of Community Services, Seniors and Labour to appoint a conciliation officer to assist us in reaching an agreement with the Employer for a new Bargaining Unit #1 Collective Agreement.

Why was this necessary? The Employer has not responded in a meaningful or timely manner to a number of the Articles we have tabled. In addition, some of the language they have proposed is completely unacceptable. We gave notice on March 30, 2010 of our desire to negotiate a new Collective Agreement. The Employer was required to notify us of the names of their negotiating team and also to begin bargaining within 20 working days. The first meeting took place May 11, with approximately 35 meetings taking place since then. Despite considerable time discussing each other's positions, little substantive agreement has been reached on our most important issues. To date, complete agreement has been reached on only two Articles, and a number of housekeeping changes within Articles – but those housekeeping changes we do not consider to be substantive. On January 11, 2011 we formally notified the Employer's Team that we wanted negotiations to be concluded in a timely manner, and that if we did not see that we were on the way to substantive agreement, we would need to seriously consider going to conciliation. This we have now done.

Conciliation is a service provided by the Province to assist the Parties in achieving a Collective Agreement. The Chief Conciliation Officer for the Province has indicated that if there is not substantial progress at the table this week he will move immediately to appoint third party intervention.

While we wait for the Province to appoint a conciliator, we have indicated our intention to continue to negotiate, as scheduled. We plan to make every effort to achieve a Collective Agreement that is good for our Members.

The two Teams are back at the table today, and it is our hope that the Employer's Team comes prepared to bargain seriously on the important substantive matters we have tabled. We have indicated to the Employer what moves would be necessary today in order to demonstrate serious intent; we return to the table equally prepared to show goodwill and a serious desire to reach agreement.

We remain hopeful, and will keep you informed about the progress of negotiations this week. Should conciliation be necessary, we will advise you of the dates for this as soon as we know.

Our bargaining positions are those approved by the Membership at the General Meeting in May. The package the UPEIFA Team has been negotiating on your behalf is a fair and reasonable one.

What are some of the stumbling blocks?

- *0% salary increase offer from the Employer*
- *attempts to raise the bar on promotion to Associate Professor*
- *unwillingness on the part of the Employer to recognize all aspects of teaching, including graduate student supervision*
- *unacceptable language from the Employer which attempts to negotiate the Certification Order and significantly undermine the definition of the bargaining unit*
- *continued resistance on the part of the Employer to remove all mention of retirement at age 65*
- *casualization of our academic workforce, and under-recognition of Sessional Instructors in terms of remuneration, resources and professional status*
- *stated unwillingness to respond to our faculty/librarian complement language*

The Articles on the Bargaining Table, and their status, are provided in the Table below.

<b>Article</b>	<b>Title</b>	<b>Opened By</b>	<b>Agreed? Yes/No</b>	<b>Notes</b>
A-1	Definitions	Board of Governors (BG)	No	
A-3	Recognition	BG	No	
A-6	Conflict of Interest	BG	No	
A-7	Non-discrimination	FA	No	
A-10	Management Rights	BG	Withdrawn	
A-12	Association Membership and Dues Collection	BG	Yes	housekeeping
A-13	Course Release for FA Officers	BG	No	
A-17	Natural Justice and Procedural Fairness	FA	No	new article
B-2	Appointment of Faculty Members	BG	No	
B-3	Department Chairs	BG	Yes	substantive
B-4	Directors and Coordinators of Interdisciplinary Academic Programs	FA	Yes	substantive
B-5	Ranks and Appointments–Librarians	BG	No	related to B-2
B-6	Administrative and Board Appointments	BG	No	
B-7	Retirement, Resignation and Termination	FA + BG	No	
C-2	Sabbatical Leave	FA + BG	No	
C-4	Leave without Pay	BG	Yes	housekeeping
C-5	Pregnancy and Parental Leave	FA	Yes	housekeeping
C-6	Leave to Accept Public Office	BG	Provisionally	housekeeping
C-13	Exchange Leave	BG	Yes	housekeeping
D-1	Salary	FA + BG	No	
D-2	Administrative Release and Allowances	BG	Provisionally	housekeeping
D-3	Overload	FA + BG	No	
D-4	Market Differentials	BG	No	
D-5	Group Benefits	FA + BG	No	
D-6	Professional Development and Travel Reimbursement	FA	No	
D-8	Relocation Allowance	BG	Yes	housekeeping
D-9	Additional Benefits	FA	No	new article

E-1	Evaluation of Teaching and Faculty Review Procedures	BG	No	close to agreement
E-2	Tenure and Promotion of Faculty	BG	No	
E-4	External Letters of Reference	BG	No	
E-6	Policies and Procedures for Librarian Review	BG	Yes	housekeeping
E-7	Permanent Appointment and Promotion of Librarians	BG	Provisionally	contingent on E-2 and date verification
F-3	Official Employee File	BG	Yes	housekeeping
G-1	Sessional Instructors	FA + BG	No	
G-2	Clinical Nursing Instructors	FA + BG	No	benefits are still outstanding
H-1	Workload	FA + BG	No	
H-2	Working Conditions	FA	No	
H-8	Work of the Bargaining Unit	FA	No	new article

## **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.