



UPEIFA Negotiations Talking Points

Bargaining Priorities

Working Conditions

- Minimum complement of full-time faculty
- Support for research -- internal funding and course release(s)
- Recognition for student supervision and research
- Improvements to teaching, lab and office space
- Supplemental health benefits for mental health and dietician services

Equity & Fairness

- Expand Tenure & Promotion criteria to support EDI and recognize Indigenous ways of knowing and sharing
- Ensure Indigenous representation on evaluation committees when requested
- On-ramp for repeat term contract members who have been through a formal hiring process
- Pay equity, job security, improve benefits and working conditions for sessional instructors

Accountability, Transparency, & Collegial Governance

- Ensure fair, reasonable, and equitable assignment of teaching and clinical duties and ensure consistent assignment of librarian duties
- Ensure Members' input on vacancies and hiring priorities
- Eliminate employer's exemption from hiring procedures for short term appointments

Compensation

- Recover lost real wages due to inflation and protect against future lost real wages
- Establish realistic comparators and maintain wage parity
- Pay equity for contract academic staff



Frequently Asked Questions

What are the obstacles to reaching a collective agreement?

Negotiations require both parties to work towards a fair and reasonable agreement. While we have submitted proposals to address a range of issues that impact the quality of your education, the UPEI Board of Governors has made it clear that they are comfortable with larger class sizes, continued reliance on instructors who have little job security and no benefits, and inadequate research and administrative supports for professors. This has made it difficult for the parties to find some common ground.

The UPEI Board of Governors suggests that UPEIFA bargaining proposals will lead to an increase in student tuition. Is this true?

The UPEI Board of Governors is responsible for managing UPEI's financial resources which includes significant funding from the provincial government. To date, the Board has elected to use these funds to:

- Silence members of the campus community who have made harassment allegations against UPEI Senior Management
- Hire multiple law firms to investigate harassment allegations against the former UPEI President
- Hire an expensive lawyer from Halifax, NS to prevent the UPEI Faculty Association and the other campus unions from making gains on their bargaining priorities
- Repeatedly relocate UPEI Senior Management across campus and renovate their new spaces
- Take on significant capital debt to build legacy buildings
- Invest in significant expansions of senior administration, with ever-increasing numbers of "Special Advisors", Associate VP's, CAOs, "Directors", and other administrators

In this context, it is deeply concerning for the Board to suggest that our proposals for improving your education will inevitably increase your tuition.



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1. I am in a union of 400+ academic staff at UPEI. Our contract expired in June 2022.
2. We spent over 100 hours at the bargaining table before filing for conciliation. Conciliation is meant to be a short process around 10 days but Minister Bloyce Thompson (Economic Growth, Tourism, and Culture) used his discretion to extend it to 4 months. Mediation took place over several days at the end of January and did not result in meaningful progress; we now have no other choice but to call a strike vote.
3. Dalhousie's University Faculty Association (DFA) conducted a strike vote in December 2020. Faculty at Acadia University in Nova Scotia also went on strike in February 2022. Cape Breton University Faculty Association (CBFA) went on strike on January 27, 2023 and the Faculty Union at Saint Mary's University (SMU) in Nova Scotia announced on Twitter that a strike date had been set for February 24, 2023. Memorial University is currently on strike (Jan 30, 2023). If we strike, it would be part of a larger pattern in the Maritime region.
4. A 'yes' on a strike vote does not mean that academic staff will necessarily go on strike. A 'yes' on a strike vote gives the bargaining team more leverage, and they can use this leverage to advance bargaining.
5. As an instructor, I care about your education, and I care about the education future students will receive. Many of the issues that we are trying to address through bargaining, like workload and precarious employment, relate to your learning experience. Our working conditions are your learning conditions.
6. There are lots of different issues that are being discussed in bargaining because our union includes professors, academic teaching staff, librarians, researchers, and professional staff. About 53% of these employees work on contract.
7. I know that you are stressed, with so many changes over the last two years. I am stressed as well. I wouldn't consider voting yes in a strike vote if I didn't think the future of our university, including our ability to recruit and retain amazing researchers/wonderful instructors/talented librarians, etc. was at stake.
8. You will likely have questions about what this means for you as a student. You need to know that it is the employer that has the power to determine what happens to the rest of the semester, since they control the academic calendar and have the ability to confer grades. If you have questions, they should be directed to the registrar's office.
9. I don't want to scare you by bringing up the possibility of a strike, but I thought you would appreciate being informed about something on campus that might impact your studies.