

BULLETIN

FASBU BARGAINING BULLETIN

Clawbacks

Nathan Kozuskanich, CBC

The Employer made it very clear on the first day of bargaining that the motivation behind its package had nothing to do with the core mission of the university and everything to do with “driving efficiencies and cutting costs.” You are probably familiar with the Employer’s most visible cost-cutting strategy this year: asking faculty to take 0% raises for the next three years. You may be less familiar with the other “efficiencies” the Employer tabled.

The first clawback of significance pertains to LTAs in Article 20. The Employer proposes to eliminate the LTA 1, 2 and 3 distinctions and consider all LTA hires (from 5 to 36 months) to be the same. No promise for renewal. No promise for anything but a 3-3 workload. No promise for tenure track. Even if an LTA gets hired in a tenure-track position, the Employer wants to eliminate 20.7 (b) which allows for “years of service . . . on limited term appointments” to be “counted in the same way as years on a tenure-track appointment.”

The second significant clawback comes in article 27.3 in which chairs would be compensated only with one three-credit course stipend (with the possibility of course release only during an IQAP review). For those keeping score at home, this is a reduction from the six credits of release or overload payment currently in the Collective Agreement.

This expansion of unpaid “service” continues in Article 29.5 in which the Employer proposes to eliminate all compensation/course release for graduate supervisions and individualized study courses. Such activity “must be preapproved by the Dean and will be considered as part of the Member’s service.”

Even though the Employer verbally agreed before negotiations not to touch our pension plan, in Article 32 it proposes to increase the CPP deduction rate from 4.3 to 4.95%. This is wholly a cost-cutting measure that means a savings to the Employer of over \$300,000 over the three years of the Collective Agreement. For us, it means a loss of tens of thousands of dollars in contributions to our pension plan over the course of our careers.

We are already the least-compensated faculty in the province. The Collective Bargaining Committee is committed to ensuring that we aren’t clawed back even further.

