

A FAIR DEAL

Protecting the University



KEEPING YOU INFORMED!

Bottom Line: though your team was prepared to work out a reasonable deal, it seems the Employer was further away from compromise than NUFA.

Where are we stuck? 

THE FIRST OF OUR SUMMER INFORMATION UPDATES

While we wait for the Employer to respond to our request for more bargaining dates, we will all take a well-earned respite from the day-to-day work of bargaining. However, it is important that the issues not leave our minds altogether.

In order to prepare for the work ahead, the NUFA Executive and the Collective Bargaining Committee have decided to embark on a series of information bulletins to explain to our Members why we were not able to hammer out a deal on our last scheduled day of Bargaining, June 6th.

One of the more objectionable sentiments that has been expressed by the Employer is that we (the bargaining team) should be looking out for ourselves, and accept a straight Across The Board (ATB) increase, with no benefit to our most vulnerable Members, such as those in limited term appointments, on long term disability or maternity leave. Does this sound fair?

Over the years, our compensation has been consistently outpaced by the rest of our sector, so that we are far behind in almost every category. Does this sound fair?

This time, let's get a *fair* deal.

-Gyllian Phillips (gyllianp@nipissingu.ca)

The Employer will not accept

The protection of academic freedom: the cornerstone of our new proposed governance language is a protection against the erosion of academic freedom by University policies made outside the Agreement.

Our position on compensation: we have demonstrated beyond a doubt that our salaries lag far behind the provincial average in our sector.

Reasonable duties and compensation for Chairs: the Employer wants to turn each chair into a Dean-lite, doing more work for less compensation—and if you're a chair of a small dept? Forget about it!

Modest increase to pension: we have one of the worst pension plans in the province, even compared to the five other universities with a defined-contribution system.

Protection of 3-2 workload: the Employer's tabled language proposes that faculty move directly to a 3-3 load on the Dean's say-so, no second chances.

The protection of sabbaticals as part of every Member's research responsibilities: the Employer's tabled language would deny access to sabbatical for any Member who did not hold an outside grant.