
BUFA Bargaining Bulletin #6 - May 26, 2020

The BUFA Negotiating Team and members of the Administration's Team met on Monday May 25, 2020 and managed to come to agreement on one Article (22A). However, most key issues remain outstanding.

In Article 22A Phased Retirement, the Parties agreed that in cases where the University offers an ad hoc alternative retirement incentive program the Parties will, prior to finalizing the terms of the program, negotiate how the program will impact members who are on, or scheduled to be on, phased retirement at the time the incentive is implemented.

BUFA rejected the Administration's proposals in Article 24A Teaching Assignments and Scheduling Patterns. The Administration's proposal would allow Deans the right to assign faculty to teach on Friday evenings and Saturdays. BUFA's counterproposal in 24A upholds the existing restrictions on weekend teaching, provides for faculty to indicate a greater range of preferences in terms of teaching times/patterns, and protects member privacy concerning scheduling accommodations related to protected human rights grounds.

The Parties also exchanged counterproposals on Article 21 Tenure and Promotion – Provisions for Full-Time Faculty, Article 22 Permanence and Promotion for Professional Librarian Members, Article 30 Redeployment Due to Program Redundancy or Restructuring, and Article 12 Rights and Responsibilities of Members.

A key issue in Article 12 is BUFA's proposal to secure transparency and participation of faculty and professional librarians in the process of selecting senior academic administrators. Specifically, we have proposed that in the search for any senior academic administrator, a curriculum vitae for each of the short-listed candidates be made available for consultation and comment. Furthermore, we have proposed that short-listed candidates be invited to address members of the University community and that faculty and professional librarians be afforded an opportunity to express their views in writing on the suitability of the candidates to the selection committee. Open searches are the status quo for senior academic administration positions at Brock, with the exception of University President. However, Brock's President and Board Chair have made no secret of their preference for closed searches for a wider range of positions moving forward. That means unless BUFA can secure continued faculty and professional librarian participation in senior academic administrator search processes as part of the Collective Agreement, the President and Board of Trustees will likely move towards a closed process for selecting Deans, Associate Vice Presidents, the University Librarian, and Provost moving forward. In short, aside from members of the selection committee, faculty and professional

librarians would be stripped of their collegial governance rights and would be completely shut out of the process of recommending the appointment of Deans, Vice-Presidents, and a range of other senior academic administrative positions. This is a key issue for the Association because of the implications for undermining collegial governance rights.

Although the University has withdrawn its initial proposal in Article 12 to eliminate the research support money deposited into the Professional Expense Reimbursement accounts of faculty members assigned to teach courses away from their home campus, we are still waiting to hear back from the Administration Team about our proposals to expand research capacity through a bank of guaranteed course releases.

Finally, BUFA responded to the Administration's proposal for the introduction of a teaching-intensive stream by outlining a framework for discussion that would involve parameters concerning the need for an interview process and departmental approval, access to positions for existing LTA/ILTA members, limits on the use of teaching-intensive faculty, appropriate workload for teaching-intensive faculty, the opportunity to convert from a teaching-intensive stream to a traditional 40-40-20 workload, and access to sabbatical, tenure, and promotion for teaching-intensive faculty. Recall the Administration's proposal included no limit on the use of teaching-intensive faculty which meant all future retirements could be replaced with positions carrying a workload of 8 half credits per year (80%) along with a 20% research/service component. This configuration is completely unacceptable to BUFA and seemingly runs contrary to the University's stated goal of expanding research capacity.

Overall, the Parties have signed off on ten articles and the Union is awaiting responses from the Administration's Team on an additional eleven articles.

The Parties are scheduled to meet again on May 29, 2020. As always, we will keep members informed as negotiations progress.

In Solidarity,

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