



Dear colleagues,

We have had 25 meetings with the Employer's negotiation team. The members of the CUFA team—Kristen Dunfield, Gail Fayerman, Michael Groenendyk, Elisabeth Peltier, and Genevieve Robichaud—have been diligent in their work and over the past months, the two teams have agreed on several changes to the Collective Agreement, pending ratification. Here are the highlights (some of which were reported in earlier bulletins).

Hiring process (Articles 12 & 13): We have agreed on a streamlined recruitment and selection pathway from Department Hiring Committees to the Dean, and then to the Provost. The Joint Employment and Equity committee (JEEC) has been removed from the hiring process (See new name and mandate under Article 11). This will shorten the period from initial recruitment to offers of employment. Procedures for spousal appointments have also been clarified. Limited Term Appointment contracts will be for 12 or 24 months and the hiatus between consecutive contracts will be removed. In addition, these contracts will include clearly specified teaching assignments and earlier starting dates to provide more preparation time before classes begin. We have also agreed on an increase in the number of Extended Term appointments (ETAs).

Career advancement (Articles 14 & 15): There will be expanded promotion options for tenured members, with varying emphases on research, teaching, and service, enroute to Full Professor and Senior Librarian. ETA members will have the opportunity to be promoted to the new rank of Teaching Professor.

Evaluation of teaching (Article 16): We have agreed on a 9-item questionnaire that is rooted in the best practices described in the academic literature. This measure is expected to take us closer to valid and defensible teaching evaluations.

Location of work for librarian members (Article 17): Librarian members will have more options related to the location of their work activities.

Equity and diversity (Article 11): A new Joint Equity Committee will be established, with a broad mandate to review Equity, Diversity, Inclusion and Accessibility (EDIA) practices throughout all phases of the careers of all our members.

Parental issues (Article 35): We have agreed to improved recognition of the time-challenges of parents of young children. This includes the scheduling of teaching duties as well as career-relevant service committees and events.

Disciplinary measures (Article 29): We have achieved agreement about a new informal resolution process that should reduce the frequency of disciplinary procedures. New clauses have been agreed with the goal of improving the fairness, transparency, and timeliness of disciplinary investigations.

Retirement (Article 42): There will be an expansion of gradual retirement options.

Workload due to technological change: There is a willingness to provide more support for the increased clerical tasks associated with changes in technical and administrative systems. This will include virtual as well as onsite, in-person help on both campuses by employees of the support centre. The nature of requests and their resolution will be monitored by both parties on an ongoing basis.

Monetary issues

Proposals have been tabled by both sides, and negotiations about salary and other monetary issues have begun. The CUFA and Employer positions are still quite far apart, however. Their offer tabled at our last meeting on June 29th is not acceptable. Now the negotiation team will be taking a pause for the summer. A restorative break is needed so that we can press forward with renewed vigour early in the fall. During July and August, we will continue to monitor recent settlements at other universities, and to take note of the economic forecasts in Montreal and Canada. The CUFA executive will call a CLOSED Special Meeting of CUFA Council to discuss monetary proposals and seek input and suggestions. We will report to you again after this council meeting.

Linda Dyer, Chief Negotiator