



Department Representatives Bulletin

Following is a recap of the Department Representatives meeting of November 17, 2016.

The meeting was chaired by the President, Sandra Hoenle.

For further information on any item, please contact the Faculty Association office:

Email: faculty.association@tucfa.com, phone: (403) 220-5722

Eyes High Oversight Committee

Hoenle encouraged academic staff to participate in a focus group and complete the online survey as the new strategy will impact how the UofC allocates its resources in the future.

Bargaining/Arbitration

Miller noted that the Zero Arbitration that was to be taking place at the end of October had to be postponed due to circumstances beyond our control. The arbitration will be rescheduled for some time in the new year.

Miller noted that the Association will be opening Collective Bargaining probably in the near future. She asked Department Representatives to speak with colleagues in their respective units about what their priorities would be for bargaining. This feedback will assist the bargaining team as it moves forward.

Post-Secondary Learning Act Consultations

Hoenle stated that since the last Department Representatives meeting, there have been numerous submissions provided to government from various Faculty Associations, Administration and others; including a joint submission by 3 of the CARI institutions, which includes the UofC.

The next step will be three round tables: one for the graduate students (which has already happened), one for the colleges, and one for the universities. The universities roundtable will be held at the end

of November. The Faculty Association will be sending two delegates to that roundtable.

After the roundtables, the facilitator, Andy Sims, is expected to produce a report for the government. This will lead to legislation likely being presented in the spring sitting of the legislature.

Salary Anomalies

Hoenle stated that the Sunshine List triggered a number of people to come forward with concerns about anomalous salaries. In discussing this with the Provost, we agreed to open up the salary anomalies process to allow for people to bring forward concerns this upcoming year, regardless of how long they have been here. Currently academic staff are only eligible to apply within ten years of hiring. Decisions will still be based on starting salary. Salary anomalies is found in the Collective Agreement, Article 15.

Grievance Report

This item was discussed in-camera.

Sexual Violence Policy

Hoenle stated the Administration has drafted a new Sexual Violence Policy that has come to a number of GFC Committees over the last month for discussion. The Faculty Association Executive discussed the draft and found many troubling aspects. In particular, how it does not fit with other

policies and the Collective Agreement. The Governors cannot circumvent the provisions of the Collective Agreement just by changing the name of a policy, or creating a subset.

In addition to Collective Agreement issues, the Sexual Violence policy goes well beyond what we would think of as being the University's business. It allows the administration to reach into people's homes and private lives. While we understand the need for this type of policy— and support the reasons for it – it can't be at cost of due process nor can it violate any collective agreements' protections and procedures.

We have been advised that there have been some changes made to the draft document. We haven't yet received the new version so hopefully some of these issues will be addressed.

International Travel Policy

Hoenle noted that this is another policy that the University has been pushing through the committees. In this case, the original version some months ago said that all academic staff would be required to get approvals before going on any international travel. It was felt by multiple people that this would be draconian and unmanageable and it was then sent back for revision. We then saw another version over the summer where it no longer required approval, but it did require that all academic staff register with the university before going on any international travel. Again the sense was that this would be needless bureaucracy in many cases. A third version was prepared that took away the requirement to register (although it is still 'strongly encouraged'), but had an implicit threat that if you did not register the University might charge you for any costs if there was an emergency. We challenged that as well, noting that it should only be if the costs were above and beyond what it would be for a person who had registered. Finally, we pressed to have it recognized that if there are such additional costs, if the academic staff member has research grants or other funds, these could be used. In the end, the policy is much improved.

Tuition Consultations

As one of the Advanced Education stakeholders, we have received a tuition consultation package from the government. In discussing this with the Board of Directors, our intention is to draft a submission with the idea that we support keeping tuition under control, so long as the government makes up the difference. If not, a tuition freeze would be at the expense of the academic staff. Even if the government gives money to the Universities in lieu of a tuition freeze, we want it to go to the academic enterprise, as most of the growth in staff at the University over the last few years has been in the non-academic area. There is a consultation website (tuitionreview.alberta.ca), which includes a Discussion Guide and a number of questions on seven topics related to tuition.

Next Scheduled Meeting

December 14, 2016

12:00 p.m. to 1:00 p.m.

Location: TBA