



university of saskatchewan  
faculty association

## Collectively Speaking

December 2022

### Message from the Chair

The USFA's Fall General Meeting on November 2<sup>nd</sup> was well attended and constitutional changes were passed, setting us up to be able to have remote or hybrid (in-person and remote) membership meetings in the future. Thanks to all who attended. Attending general meetings is a simple, yet important way for you to be involved in your union.

We continue work on many of the issues raised at our spring meeting. After repeated requests, we finally secured a meeting with the President and Provost over concerns in the College of Nursing. While I do meet with the Provost monthly and continue to raise our concerns, on October 18 we were able to meet with President Stoicheff and Provost Airini specifically about the state of the College of Nursing. USFA executive members, Helen Vandenberg, Colleen Bell, and I along with USFA Professional Officer Maureen Fryett articulated our ongoing concerns with processes in the college. Among issues we raised were poor communications, untimely completion of collegial processes, workload issues, and the need for renewed curricula. We stressed the need for external supports in order to facilitate success of the current college administration and expressed our support for working toward the success of the college. By all indication, our concerns were heard and we will continue to monitor whether or not action has taken place. Our members have shown their support of the collegial processes by ensur-

ing quorum is met for delayed and re-scheduled renewal, tenure, and promotion meetings.

Following extensive work by our grievance committee last year in compiling the multitudinous issues faculty face with IT, ConnectionPoint, and the imposed travel requirement of using Concur or Direct Travel, I am happy to say we seem to have made some progress. The travel policy is no longer requiring the use of Concur or Direct Travel for booking in order to guarantee reimbursement – we hope this change remains permanent. We have been invited to consult in the updating of the procurement policy. We hope this will be true consultation and not just information sharing.

Of growing concern is the employer's disregard for procedures outlined in the Collective Agreement. Several times we noted timelines that are not followed, for example required approval from JCMA is sought after the fact. This disregard is counter to the best interests of USFA members. These procedures are in place to ensure fair treatment.

We met recently with the Provost and Vice-Provost Indigenous Engagement for a fuller explanation of the new [Indigenous Truth Policy](#). With this policy, the U of S is implementing verification of Indigenous citizenship/membership through documentation. Anyone coming to the U of S asserting this citizenship/membership and receiving a material advantage because of that assertion will be subjected to the verification process. So too will any current employees who have self-declared. Even with a fuller explana-

tion of the policy and information about implementation procedures, we continue to have concerns.

Our current Collective Agreement expires June 30, 2023, and preparations for our next round of bargaining have begun. This issue of Collectively Speaking focuses on bargaining, the background, trends and recent financial settlements at post-secondary institutions in Canada.

We know one trend across Canada is foot dragging on the part of employers. Last year we entered into an extension of our agreement with the employer with a commitment to examine workload issues. The employer has been slow in providing requested information – an example of foot dragging at our institution. There is also evidence in other provinces of behind the scenes interference in bargaining by governments. More provinces are changing postsecondary acts, enabling governments to tie funding to performance-based indicators. We are watching these trends and have worked together with the U of R Faculty Association to fund research that looks at these initiatives from the Government of Saskatchewan.

Our goal continues to be ensuring that faculty at the University of Saskatchewan have the resources and freedoms to do their jobs well. This includes fair collegial processes, diversity and equity, a sustainable workload, and room to imagine and create ideas that will take us into the future.

*Geraldine*

## Bargaining Trends Across Canada

**Overall economic conditions.** Due to COVID-19 measures and layoffs 2020 saw a 5.2% decline in Canada's real gross domestic product (GDP). After the loosening of measures, GDP increased by 4.6% in 2021.

Globally, growth is projected to slow from 7% in 2021 to 3.5% in 2022. This is due in part to Russia's attack on Ukraine, which has introduced significant uncertainty to the outlook for the global economy with further disruptions to supply chains and higher commodity prices. The Canadian economy is forecast to have continued strength and grow 4.25% this year and 3.25% next year.

Between April 2021 and April 2022, the [Canadian Consumer Price Index \(CPI\)](#), used as a measure of the cost of living, rose by 6.8%. Saskatchewan's CPI saw the lowest rise, 5.9%, and PEI the highest, 8.9%. ([Saskatchewan's year over year rise in CPI in October was 8%. PEI's was 8.7%.](#)) In contrast, in the last quarter of 2021, negotiated wage gains lagged well behind inflation, 4.7%, averaging 2.8% in the private sector and 2% in the public. In 2021 (January to December), Saskatchewan, at 1.1%, had one of the lowest wage adjustments in Canada. Early 2022 was showing signs of an upward trend in wage settlements in the public sector in Canada, [but that has not been sustained.](#)

In March of this year, Canada's national unemployment rate was at the lowest rate on record, 5.3%. However, rates across the country varied widely, from 12.9% in Newfoundland and Labrador to 4.5% in Saskatchewan and 4.1% in Quebec.

**Bargaining trends in the post-secondary sector.** The post-secondary sector has been extremely challenging in the last two years with six CAUT member associations in four different provinces pushed to take job action in 2021-22. Many others reached agreement only after obtaining a strike mandate and setting a deadline. In several cases, even job action failed to produce complete collective agreements, with unresolved issues referred to interest arbitration: Acadia, Sainte-Ann, U of M.

When it comes to what made reaching agreement so difficult, no single issue stands out. While rising inflation and restricted compensation (provincial wage restraint legislation or mandates) made compensation a factor, the ability to make gains in other areas was also challenging. Often, where employers are restricted in compensation settlements, faculty associations have opportunities to make gains in other areas. However, in the last few years, employers have taken hard, uncompromising positions against association issues at the bargaining table, including workload, complement, collegial governance and job security for contract academic staff, and pursued concessions regarding discipline and academic freedom provisions in agreements. Employers have also resorted to aggressive tactics such as filing for conciliation early, lodging frivolous bad faith bargaining complaints and simply refusing to engage in meaningful bargaining, effectively slow walking the negotiating process even where prolonged job action put semesters at risk.

However, associations have been able to resist concessions and make important gains. For example, Concordia University of Edmonton Faculty Associa-

tion, because of an 11-day strike, achieved teaching load reductions. Several associations gained requirements for member consent to be assigned on-line teaching. Associations came away with settlements that include new or improved language on Equity, Diversity and Inclusion, including increased association involvement, employer reporting requirements, processes for recognizing Indigenous knowledge, limitations on the use of student opinion surveys to evaluate teaching effectiveness, and employment equity and cluster hires.

The current climate for negotiations is difficult. Faculty associations across Canada are preparing for aggressive employer tactics and the possibility of job action, even at institutions where historically there have been few or no strikes or lockouts. Timeline considerations are including the possibility of employer actions such as filing for conciliation, putting itself in a legal position to lock out or impose a settlement, and engaging in delaying tactics.

Approximately fifty CAUT member associations have collective agreements that expire in 2022, including several that agreed to rollovers of agreements that expired in 2020 or 2021.

**The current bargaining climate at USask.** We are watching what is happening with faculty association bargaining across Canada. Our university is not immune to a difficult negotiation's environment. The Sessional Lecturers Union has been at the bargaining table for almost two years and, unless a negotiated settlement is reached, job action in the new year is likely. We do not yet know what the climate will be like when USFA sits down at the table.

**Recent financial settlements.** The following summary comes from CAUT's June 2022 issue of *Facts and Figures*.

In certain provincial jurisdictions, there is a troubling trend of provincial governments dictating salary increases to be negotiated. Effectively inserting themselves as an invisible bargaining agent for post-secondary education institutions. For example, the unofficial Alberta mandate of 3.25%, and Ontario's legislation.

In Alberta, a pattern set in all public sector bargaining directly with the provincial government was 3.25% over the final two years in across-the-board salary, plus another 1% not included in across-the-board salary increases. In addition, public sector settlements included gain sharing salary provisions. The provincial "Gain Sharing Formula" is contingent on the average of all private forecasts for Alberta's real GDP for the 2023 calendar year being at or above 2.7%. This became a "secret mandate" for post-secondary employers.

Ontario settlements have been constrained by Bill 124, the *Protecting a Sustainable Public Sector for Future Generations Act*, which limits salary increases from 2020 to 2023 to a maximum of 1% per year for organizations that received more than \$1 million in provincial funding. While putting together this issue of *Collectively Speaking*, we learned that a decision from Ontario's Superior Court of Justice determined Bill 124 violated the *Charter of Rights and Freedoms* because it substantially interferes with freedom of association and collective bargaining. However, the [Ford government immediately announced it would appeal](#) the decision.

**Alberta (AASUA)**

July 1, 2020 – June 30, 2024

After formal mediation, total increase of 2.75% applied to salaries and grid in last 18 months of contract, and additional 0.5% contingent on Gain Sharing Formula to be paid in February/March of 2024. Also, new two-tiered scale for teaching intensive Academic Teaching Staff, effective last day of contract, capping salaries of new hires at \$101,000 (the new grid has same floor but a lower cap). Plus:

- ◆ CPI (Edmonton) to apply in setting annual per capita funding for benefits plan, retroactive to July 1, 2020.
- ◆ Benefits premiums 100% employer paid (no co-pay)
- ◆ Current Alberta Dental Fee Guide will apply effective date of ratification
- ◆ For members not in the benefits plan, compensation in lieu of benefits will increase from 3% to 4% effective date of ratification.
- ◆ Effective July 1, 2022
  - ◇ Pay for Sabbatical Leaves is 90% for all faculty
  - ◇ Pay for Professional Leaves is 100% when primarily of benefit to the University, 75% when primarily of benefit to the member, and 100% when of equal benefit to the member and the University
  - ◇ Professional/Educational Leaves for Administrative and Professional Officers are at 100% of basic salary.

**Athabasca (AUFA)**

July 1, 2020 – June 30, 2024

After members rejected tentative agreement and a successful strike vote, a new agreement was reached through further mediated talks and ratified by AUFA members. Total increase of 2.75% applied to salaries and grid in last 18 months of contract, and additional 0.5%

contingent on Gain Sharing Formula to be paid in February/March of 2024.

Plus:

- ◆ New working-from-home allowance payments:
  - ◇ \$2,000 for home office start-up
  - ◇ Additional taxable \$800 for home-based staff with six years of service (who received \$2,000 upon hiring)
  - ◇ Increase allowance for internet and other office-related expenses for all AUFA members to \$35 bi-weekly for all
- ◆ Improvements to the Joint Benefits Committee in addressing member benefit concerns.

**Concordia-Edmonton (CUEFA)**

July 1, 2021 – June 30, 2025

After 11-day strike, one grid step retroactive to July 1, 2021, one grid step July 1, 2023 and 1.5% increase July 1, 2024. Plus:

- ◆ Faculty Members may carry over five days of vacation into the following year.
- ◆ New Leaves of Absence have been added:
- ◆ Four paid days per year of Bereavement Leave
- ◆ Five paid days per year of Family Responsibility Leave
- ◆ Court Duty Leave with no loss of salary or benefits
- ◆ Academic Service Officer (ASO) Members are now eligible for course reduction for faculty association work.

**Lethbridge (ULFA)**

July 1, 2020 – June 30, 2024

After more than five-week strike and enhanced mediation, total increase of 2.75% applied to salaries and grid in last 18 months of four-year contract, and additional 0.5% contingent on Gain Sharing Formula to be paid in February/

March of 2024. Effective July 1, 2022, increase of 10% to salary floor for Assistant/Associate Professors/ Professional Librarians II, III followed by 2% salary increase for Assistant Professor/Librarian II, followed by career progress and merit increases. Effective July 1, 2022, 8% increase to minimum stipends for Sessional, Lecturers I and II. Plus:

- ◆ Employee Family Assistance Program extended to sessional employees.
- ◆ Additive tuition benefits for couples.
- ◆ Flexible health/wellness benefits spending plan of \$250 per Member per year except Sessionals. Term employees at less than 50% FTE get pay in lieu.

**Manitoba (UMFA)**

July 1, 2021 – June 30, 2024

After 35-day strike and referral of specific issues to binding interest arbitration. ([Arbitration decision available here.](#)) Salary maxima increased 7% for 2021-22 and by general scale increases (GSI) in subsequent years. Increments in each rank reduced from 15 to 10 and increased in amount by 24% to 65%. Salary grid for Senior Instructor moved to Associate Professor and Instructor II to Assistant Professor. Instructor parameters increased by 18%. Annual total for market stipends increased from \$600,000 to \$1,000,000. Plus:

- ◆ Parking; travel and expense funds; the northern allowance; and summer session, extended education, and administrative stipends will increase by GSI.
- ◆ Agreed to make a joint recommendation to Staff Benefits Committee for an annual basic and major dental increase from \$1,500 to \$2,000 and increase

from \$100,000 to \$1,000,000 the supplementary health (prescription drugs, ambulance, out-of-province/ country) lifetime maximum.

- ◆ Maximum untenured periods will be extended by the duration of a maternity/parental leave, rather than 1 year.

Arbitration decision:

- ◆ GSI 2.25% increase effective April 1 in each of 2021, 2022, 2023
- ◆ Pay for post-strike teaching required for a compressed fall term, which included teaching that had not occurred during the strike. “One hundred percent of the teaching assigned was performed and so 100% of the teaching must be paid for. Accordingly, faculty with teaching assignments are to be compensated for whatever proportion of their workload assignment was teaching, prorated for the period of the strike when they were obviously not paid. Any amounts paid are subject to union dues.”
- ◆ Pay for research and service done during the strike. The arbitrator did “not accept that research and service can be easily turned on and off” and ruled for a “lump sum of \$1,000 for Professors and \$500 for Instructors and Librarians”.
- ◆ The ability to make pension contributions for the period of the strike. The arbitrator directed university administration “to facilitate employees making both employer and employee contributions to the pension plan for the period of the strike – even if an amendment to the pension plan is required.”

**McMaster (MUFA)**

July 1, 2022 – June 30, 2025

Across the board salary increases of 1% plus \$1,000, effective July 1, 2022, 1% plus \$1,050, effective July 1, 2023,

and 1% plus \$1,330, effective July 1, 2024, unless, on the effective date, there is legislation or government directive prohibiting such increases. For each year the increase is prohibited, the Faculty Career Progress/Merit (CP/M) plan awarded each year per 100 Faculty Members will be increased from 120 to 130 (2022), 125 (2023) and 125 (2024).

Plus:

- ◆ Improvements to the Health Benefits Plan:
  - ◇ Mental health practitioners now include licensed psychoanalysts, registered clinical counsellors, and licensed marriage and family therapists
  - ◇ The \$500 annual limit per paramedical service provider will be replaced with a pooled maximum yearly benefit of \$2,000 as of July 1, 2023, and \$3,000 in 2024
  - ◇ Vision Care Benefits will increase from \$400 to \$500 per person in any 24-month period
- ◆ The carry-over period for Professional Development Allowance (PDA) temporarily extended in 2022 to allow claims for expenses from 2020 in 2022.
- ◆ PDA increases by \$100 for each year of the agreement.
- ◆ Pregnancy leave supplemental unemployment benefit increases from 11 weeks to 17 weeks and the process for “advance of parental benefits” is removed.
- ◆ Effective for the Academic Year ending August, under the Tuition Bursary Program for Dependents and Spouses, changes made for bursaries to be issued in the Fall of 2023 include:
  - ◆ Eligible dependents and spouse will include the criteria of being a Canadian resident for income tax purposes; and
  - ◆ Eligible institutions will include

international institutions that are evaluated for equivalency to McMaster University.

**Mount Allison (MAFA Unit 1)**

July 1, 2022 – June 30, 2024

Two-year extension of current agreement. Total increase of 3.9% and incorporation of MoA on sabbatical leave replacements into new article in collective agreement.

**Mount Allison (MAFA Unit 2)**

July 1, 2022 – June 30, 2024

Two-year extension of current agreement. Total increase of 3.9% that includes increase in seniority scale for part-time members ranging from 0.5% to 1.5% effective July 1, 2022.

**Mount Royal (MRFA)**

July 1, 2020 – June 30, 2024

After formal mediation, total increase of 2.75% applied to salaries and grid in last 18 months of contract, and additional 0.5% contingent on Gain Sharing Formula to be paid in February/March of 2024. In addition, 1% increase on ratification (February 18, 2022) applying to 93% of full-time employees and 45% of contract employees consisting of Contract Faculty Grid Rationalization and improved benefit premiums to 80% employer paid (from 50/50 dental co-pay and 75/25 extended health co-pay). Future changes to benefits package requires prior consultation with the Association.

**Nipissing (NUFA) - Full-time Academic Staff Bargaining Unit (FASBU)**

May 1, 2022 – April 30, 2023

One year extension, total increase of 1%. Plus:

- ◆ Professional Expense Reimbursement increase to \$2,600 annually for tenured/tenure-track and to \$550 annually for Librarians, Archivists, Full-time Instructors

◆ Retirement incentive Memorandum of Agreement:

- ◇ Available to full-time active tenured faculty, minimum age 60 years who have taught at Nipissing for minimum 20 years
- ◇ 90-day window from ratification to opt-in
- ◇ Retirement date will be June 30, 2024
- ◇ Full range of duties for 2022-2023 must be fulfilled but no scheduled teaching for 2023-2024.
- ◇ Full salary and benefits
- ◇ Those who opt-in are not eligible for sabbaticals and forfeit any remaining sabbatical credits once accepted into the program.

**Northern Ontario School of Medicine (NOSMFA, OPSEU 677)**

July 1, 2022 – June 30, 2023

One-year rollover agreement during transition to stand-alone university. Total increase of 1% applied to salaries, grid and overload payments. In addition, parties will meet and negotiate compensation in good faith if Bill 124 repealed, or amended in such a way as to shorten the moderation period or increase the one percent restraint measures prior to the expiry of the Collective Agreement. In addition, scholarship monies increased to \$24,000 for 2022-23 effective 1 July 2022.

**Saskatchewan (USFA)**

July 1, 2022 – June 30, 2023

One-year extension. Total increase of 1.8% to salaries and scales.

**UOIT (UOITFA)**

July 1, 2021 – June 30, 2023

Following a 15-day strike, total increase 3% per year. If Bill 124 is amended or repealed during term of agreement, Association may reopen salary increases. Salary floor increases by 1% for all members, stipends, overload

compensation, and ceilings for CDIs for both tenure-stream and teaching-stream members increase by 1% each year, increase 1% per year. CDI for teaching stream increases annually, from \$2,600 to \$2,700 (2021) to \$2,850 (2022) to \$3,050 (2023). Plus:

- ◆ \$1,300/year Health Care Spending Account for tenure stream, teaching stream, and eligible limited-term faculty who opt into health, dental and regular HSA.
- ◆ Enhanced Health Care Spending Account for Limited Term Faculty members with less than two years of employment or who opt out of benefit coverage (\$1,980/\$2,725/\$2,775).
- ◆ Expanded definition of mental health practitioners and pooled coverage for mental health practitioners for tenure-stream and teaching-stream members (80% of \$3,600/\$3,650/\$5,600).
- ◆ Increases in member contributions to defined contribution pension (0.5% July 1, 2022 and 0.5% July 1, 2023 (towards a jointly sponsored pension plan).
- ◆ Increase of \$125/year for professional development tenure-stream and teaching-stream members.
- ◆ Tenured, tenure-track and Teaching Faculty Members are eligible for a One-Time Retirement Incentive Program.

**Toronto (UTFA)**

July 1, 2020 – June 30, 2023

Three-year agreement with third year demands to be resolved by arbitrator. Salary increase of 1% in each of first two years and an increase of Per Course Stipend and Overload Rate from \$17,895 to \$18,255, effective date of ratification. Plus:

- ◆ Additional \$180 for 2020 and \$50

for 2021 for each active member's Health Care Spending Account in lieu of benefit improvements.

- ◆ Increase in Mental health allocations to \$5,000
- ◆ Addition of Marriage and family therapists, and addiction counsellors to the plan
- ◆ Increase in vision care to \$700 per 24 months
- ◆ Increase in major restorative dental benefit to \$5,000
- ◆ Increase in paramedical benefits to \$2,500, and addition of chiropodists
- ◆ Increase in orthodontics coverage to 75% coverage with a lifetime cap of \$5,000

**Windsor (WUFA)**

July 1, 2021 – June 30, 2025

Total increase of 4% . Plus:

- ◆ Extension of study leaves for librarians from 16 to 20 weeks.
- ◆ Health Benefits now include:
  - ◇ Green Shield Dental Plan (\$5,000)
  - ◇ Green Shield Vision Plan (\$500/24 months)
  - ◇ Massage therapy to a maximum of \$1,000 per calendar year
  - ◇ 100% of the scheduled fee for mental health care counselling services administered by a registered mental health professional (including, but not limited to, psychotherapists, social workers (MSW) and clinical psychologist for 24 visits
  - ◇ Chiropractic coverage up to \$800 per year
  - ◇ Physiotherapist to a maximum

of \$900 per calendar year

- ◇ Wigs with medical treatment-related hair loss
- ◇ Medically necessary prosthesis
- ◇ Private duty nursing coverage up to \$40,000 per year by a Registered Nurse (RN), Registered Nursing Assistant (RNA), and/or Person Support Worker (PSW)
- ◆ Professional development funds are increased as follows:
  - ◇ On July 1, 2021, to \$1,800 per year for faculty, librarians, AAS and AAS learning specialists, and to \$1,350 for sessional lecturers.
  - ◇ On July 1, 2022, to \$1,850 per year for faculty, librarians, AAS and AAS learning specialists, and to \$1,388 for sessional lecturers.
  - ◇ On July 1, 2023, to \$1,900 per year for faculty, librarians, AAS, AAS learning specialists, and twelve-month sessional lecturers, and to \$1,425 for nine-month sessional lecturers.
  - ◇ On July 1, 2024, to \$2,000 per year for faculty, librarians, AAS, AAS learning specialists, and twelve-month sessional lecturers, and to \$1,500 for nine-month sessional lecturers.
- ◆ \$25,000 available to sessional instructors under the Information Technology and Professional Development Assistance Account. Qualified sessional instructors will receive with up to \$500 from this account. Eligibility criteria have been updated to include those who have taught at least four courses or who have taught less than four courses worth a total of four sessional seniority credits or greater in the previous

teaching year.

- ◆ The University will pay \$100,000 into the Subsidy Plan for retired members in each of the four years.

**York (YUFA)**

May 1, 2021 – April 30, 2024

After the first strike vote in 25 years, a strong strike mandate and setting strike deadline, total increase of 3% over three years and increases of 1% per year to overload rates and stipends for chairs, program directors, and similar administrative positions. In addition, the agreement includes a wage reopener if Bill 124 is repealed or overturned. Plus:

- ◆ Increase of global paramedical cap from \$2,500 to \$3,000 and individual specialty caps from \$1,000 to \$2,000
- ◆ Increase of dental coverage from \$7,000 to \$8,000 and addition of full coverage for implants
- ◆ Increase of coverage for hearing aids from \$2,000 to \$2,500 every three years
- ◆ Increase of cap for prosthetics from \$10,000 to \$15,000
- ◆ The Union will administer a one-time only special benefits fund of \$447,000
- ◆ Addition of psychotherapists, psychoanalysts, and social workers to licensed psychologist coverage, with a \$10,000 cap
- ◆ Increase of employer funding to increase post-doctoral health care spending accounts from \$1,200 to \$2,000
- ◆ Addition of medical cannabis coverage
- ◆ Increase of vision care from \$550 to \$850 with an option to purchase family coverage at 50% of the cost
- ◆ Increase of employer's annual contribution to the retiree benefits fund by \$455,985

## USFA Negotiations Update

With the term of our Collective Agreement expiring on the 30<sup>th</sup> of June, the Negotiations team has been working on establishing a mandate, under the broad umbrella of Inclusion, Diversity, Equity and Anti-Racism. The current main table Negotiations team consists of Chief Negotiator Allison Muri, Department of English; Courtney Charles, College of Pharmacy and Nutrition; Doug Chivers, Department of Biology in the College of Arts and Science; Anas El Aneed, College of Pharmacy and Nutrition; Darrell Mousseau, Department of Psychiatry in the College of Medicine; and USFA Member Services Officers Johanne Brassard and Abbie Kappel. We meet once a week for up to two hours. We have met with members who have expressed interest in negotiations items, and will continue to do so—so if you are interested in helping out, please send an email to [usfa@usaskfaculty.ca](mailto:usfa@usaskfaculty.ca). Items our members have flagged are:

- ◆ Certain problems with the Assignment of Duties process, especially in terms of micromanaging by Deans; breaking of deadlines specified in the collective agreement, inequity in teaching assignments; concerns about equity of assignments in clinical departments and workload issues there
- ◆ Workload issues continue to be raised for certain units, and we will take some guidance from the report of the Joint Workload Committee next spring

- ◆ Merit: there are too few merits to distribute, merit can introduce substantial inequities in salaries, in that it is rarely given for teaching and does not reflect assignment of duties
- ◆ Reconciliation, especially in terms of recruitment and retention
- ◆ A number of other Equity issues have been raised
- ◆ Salary and benefits

In addition, we established an Indigenous Recruitment and Retention Negotiations team with the hope of negotiating a Memorandum of Understanding to address issues facing Indigenous USFA members. However, we are unlikely to be doing as we had hoped and so these negotiations may move to the main table. The current members of the Indigenous Negotiations team are Chief Negotiator Allison Muri, Department of English, Winona Wheeler, Department of Indigenous Studies in the College of Arts and Science; Holly Graham, College of Nursing; Heather Foulds, College of Kinesiology; Doug Chivers, Department of Biology in the College of Arts and Science; Courtney Charles, College of Pharmacy and Nutrition; and USFA Member Services Officers Johanne Brassard and Abbie Kappel. Alex Wilson, Department of Educational Foundations, College of Education, will be joining us in January when she returns from sabbatical. This group meets every two weeks. We have sent a survey to Indigenous faculty to assist in prioritizing their issues for negotiations. This was a diffi-

cult task, of course, because all items were considered important by members. What was ranked highest was:

- ◆ The right for Indigenous faculty to have an Indigenous faculty member on renewal of probation, tenure, promotion, salary committees upon request
- ◆ Requirement for Indigenous faculty to be on search committees when Indigenous faculty are recruited or interviewed
- ◆ New language to acknowledge and value certain aspects of Indigenous scholarship and research in collegial processes (tenure, promotion, salary review)
- ◆ Reduced teaching loads for Indigenous pre-tenure faculty who are hired “all but dissertation” (ABD)

We will continue to work on these issues, and discuss further with working groups over this term and next, and invite anyone who is interested in helping out to send USFA a note.

Thank you to everyone who completed our first bargaining questionnaire, which was a starting point in developing our mandate for this round of negotiations. The response rate was wonderful. Close to half of the USFA membership responded. We plan to conduct a few more brief questionnaires in the next few months, including one in January prepared by USFA representatives on the Joint Workload Committee. Please watch for these questionnaires in the New Year and take a few minutes to respond.