

# Négociations 2011 Negotiations

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**Please note: This bulletin is intended for information only.**

## NEGOTIATIONS UPDATE #3

### 1. KEY MESSAGES – EMPLOYER TABLES ALMOST ALL NON-MONETARY PROPOSALS

- Negotiations between APUO and the employer continued with regular meetings and frequent communication throughout August and September.
- One or more significant employer proposals are still being revised and will therefore not be discussed here. They will be the focus of the next update (including employer proposals about ‘teaching-intensive’ positions).
- In total, there have been 123 article revisions proposed by the parties – 89 by the employer and 34 by the APUO.
- Of these, about 100 articles remain open (i.e. the subject of ongoing negotiation). Some of these involve routine or minor word changes. Moreover, resolving one issue often implies the revision of several articles. Hence, the number of actual issues being negotiated is significantly less than 100.

### 2. EMPLOYER PROPOSALS: PROFESSORS

The following is a more detailed outline of the main employer proposals relating to professors.

#### 2.1 *Teaching Load and Appointments*

The employer has expressed its desire to increase the amount of teaching by members and non-members of the APUO bargaining unit. The Association has been told that the average annual teaching load of our members is 3.2 three-credit courses per year with, of course, considerable variation across faculties and units. A number of employer proposals aim to bring about this increase.

In the next update, we will discuss one of the most significant employer proposals regarding the above, i.e. the employer proposal to introduce a permanent career stream of teaching-intensive appointments. (We will not discuss it here because the final form has not yet been proposed by the employer.)

Section 7.2 of the current collective agreement stipulates that the proportion of total instructional salaries allocated to non-members of the APUO may not exceed its 1983-84 level. Statistics Canada data [University and College Academic Staff Survey (UCASS) and the Financial Information of Universities and Colleges (CAUBO)] shows that this proportion has been consistently rising since 1983-84, especially in the years since 1995. The employer proposes that this cap be eliminated so that the proportion for part-time teaching within total instructional compensation may be further raised without restriction.

In addition, the employer also wishes to:

- eliminate the current maximum number of courses (5) which can be assigned to non-members, (i.e. part-time professors) in the course of two consecutive semesters;
- increase maximum duration of visiting professor appointments from 36 to 48 months, and to 72 months for former APUO members;
- allow for teaching loads to remain higher for all replacement professors in all years subsequent to the first year of appointment;
- increase terms of both cross-appointments and adjunct professors from 3 to 5 years;
- replace "expected" enrolment in annual workload assignments with three-year floating average class size and add "departmental benchmarks";
- add comparable teaching "at all levels and all types of supervisory" activities to determination of annual teaching loads.

Further changes to the rights and responsibilities of faculty members proposed by the employer include:

- requiring that course outlines be in accordance with further policies outlined by the employer; and,
- requiring any course adjustments be submitted for approval in writing.

## 2.2 *Career decision-making: tenure, promotions, academic leave*

The employer has proposed a wide-ranging and significant series of changes in regard to how decisions are made about key academic career milestones.

- The most complex of these, in terms of the impact it has on numerous articles in the collective agreement, is the employer's proposal to eliminate the Joint Committee as the final decision-maker in tenure, promotion, academic leave, appointments and a number of other career decisions.
- In its place, the employer has proposed that these final decisions be made by the deans.
- The employer further proposes that explicit criteria for quantity and quality of scholarly works for tenure and promotion recommendations be established by each academic unit.

The employer further proposes:

- that only tenured faculty be eligible to serve on teaching personnel committees;
- that associate, assistant and vice-deans not be eligible to serve on teaching personnel committees;
- that outside evaluators in promotion applications must hold at least the same rank as the applicant;
- that tenure applications of faculty hired as associate or full professors be subject to external evaluations;
- to increase the eligibility period prior to application to full professor from nine to ten years;
- a series of changes to the sequencing of steps related to the formal evaluation of teaching.

## 2.3 *Reporting Responsibilities of Members*

The employer wishes to require members to include the monetary value of outside professional activities and to indicate whether the activity occurred during a funded leave period.

## 2.4 *Discrimination and Harassment*

The employer wishes to broaden the mandate of the Sexual Harassment Committee to include discrimination and all forms of harassment and further to be able to delegate the dean's investigative powers to other personnel.

### 2.5 *Employment Equity, Diversity and Inclusion*

The employer wishes to extend the scope and mandate of the Employment Equity Committee beyond gender to include other designated groups.

### 2.6 *Transfer of Information to, and Powers of the Association*

The employer wishes to change a number of aspects relating to its dealings with the APUO, including:

- eliminating hard-copy reporting to the Association and to the membership in favour of electronic transmission;
- having the Association save the employer harmless in all actions relating to privacy and access to information;
- reducing APUO representation on numerous committees;
- having the Association increase its contribution to the joint benefits study from 20% to 50% of costs;
- reducing time limits in the grievance process;
- exclusion from the APUO bargaining unit and thus elimination of the right of the Association to bargain for all associate, assistant and vice-deans, all department or unit chairs, and all associate librarians and directors of libraries;
- removing the now-extinct counsellor group from the bargaining unit and collective agreement.

### 2.7 *Travel Expenses*

The employer wishes to adopt the Ontario Public Sector Travel, Meal and Hospitality Expenses Directive for all travelling on University business.

## 3. EMPLOYER PROPOSALS: LIBRARIANS

A significant number of proposals raised by the employer relates to articles affecting librarian members. These articles cover the rank structure for librarians, continuing appointments of librarians, performance assessment, promotions, definitions of librarian professional activities and scholarly activities, administrative stipends, librarian hours of work and workloads, professional leaves, vacation leave and access to workload reduction in transition to retirement. Most of the librarian articles have been opened either by submissions or by counter-proposals, and almost all these issues remain open.

Among the key proposals submitted by the employer, in order of appearance in the collective agreement:

- make access to severance pay and transition to retirement "subject to operational requirements";
- require 36 months of service and ensure three annual evaluations for eligibility for continuing librarian appointments;
- change the rank structure by combining current ranks 4 and 5 into a single senior rank;
- change criteria for promotion to ranks, *inter alia*, adding a requirement for administrative activities for promotion to the senior-most rank;
- require outside evaluators in promotion cases to be external to the University of Ottawa;
- reduce administrative stipends to 1 PTR and reduce additional PTR upon promotion;
- change librarian weekly work hours from an annual average of 36.25 to a weekly minimum of 36.25;
- introduce greater flexibility and discretion into the establishment of librarian working hours, including, *inter alia*, elimination of compressed work hours, reductions for weekend hours worked, for holidays worked and overtime hours;
- require that vacation time accumulated during professional leaves be taken during professional leaves.