

**Proposed Negotiations Mandate
for consideration by the membership
June 5th, 2012**

1. Parity
 - a. Seek parity with comparator institutions in terms of total remuneration, support funds, and benefits. Protect the structure of a system-driven salary parity formula.
 - i. In recognition of both the uncertainty regarding the availability of data supporting the DISC component of the salary parity formula, and of the provincial government's intentions with regard to public sector salary compensation, goal is a two year collective agreement.
2. Rebalancing Faculty Resources
 - a. Strengthen ability to enforce longstanding TUFA position that all faculty appointments must include teaching, research and service, and that all three components of members' work must be recognized and compensated (e.g. LTAs paid for summer research; service provided by chairs and graduate directors recognized and compensated, including in merit and promotion).
 - b. Secure guaranteed replacements for declining TUFA complement and, on an ongoing basis, secure guarantees of tenure stream renewal.
 - c. Augment departmental discretion to consolidate course stipends into LTA positions and to determine departmental needs with regard to the length of LTA appointments.
3. Workload
 - a. Establish mechanism for each department to develop unit-level workload policies that will provide the basis for the annual allocation of work. Ensure the enforceability of workload language (e.g. following usual opportunity to discuss with Chair, a member who remains unsatisfied can appeal to Dean).
4. Chairs and Graduate Directors
 - a. Clarify that chairs have an administrative, and not managerial, role (e.g. leading discussion of staffing but not having responsibility for ultimate workload allocation; not involved in decisions that could lead to discipline).

- b. Establish a minimum level of release time and compensation for Chairs and Directors while ensuring that options for compensation remain at the discretion of the member. Compensation beyond that minimum should reflect the size and nature of departments/programs. Ensure that Chairs and Directors receive appropriate training and support (including administrative support).
- c. With respect to collegial governance and peer review mechanisms, TUFAs have a right to be represented by a colleague such as a chair. Ensure such representation for members situated in units without collegial chairs (e.g. Schools).

5. LTAs

- a. Strengthen TUFAs' position that LTAs are respected and valued members of the Trent faculty whose positions include teaching, research and service. These are not teaching-only positions
- b. Strengthen protections for LTAs with regard to workload (e.g. max. number of courses, summer teaching compensated at the TUFAs rate).
- c. Secure guarantee that the persistence of an LTA position in a department indicates need for a tenure-stream position.
- d. Support career development of LTAs by ensuring that they have the resources necessary to perform all their duties, including eligibility for research funding.
- e. Long-serving LTAs
 - i. Any member employed as an LTA between July 1, 2009 and October 12, 2011, will continue to be exempt from any cap that might be negotiated.
 - ii. Long-serving LTAs who compete successfully for a tenure stream position have usual probationary period with the option, at the member's discretion, of accelerating their application for tenure.

6. Librarians

- a. Ensure Librarians can access time for research when research is part of their workload.
- b. Extend academic freedom protections (I.2.3) to include freedom to "select, acquire, disseminate, or use information."

7. Intellectual Property and Multimedia Instructional Material (including Distance Education Course material)

- a. Ensure principles and processes are clearly stated and enforceable.
 - i. Affirm primary creator rights (ownership and moral) to intellectual property.

- ii. Recognition of investment support provided by employer takes form of revenue sharing, not ownership of intellectual property.
- iii. Revenue sharing agreement is signed before the investment support is provided so member knows the costs and benefits of any agreement.
- iv. All revenue sharing contracts signed between members and the employer are filed with Union.
- v. Protect intellectual property contained in Distance Education formats in the same manner as other forms of intellectual property. Ensure courses offered at a distance are subject to the same collegial and academic conditions that pertain to courses delivered via traditional methods. Ensure protection of both academic freedom and collegial oversight of all pedagogical activities.

8. Information/FISC

- a. Replace FISC (Financial Information Sub-Committee) with special meetings of an expanded Joint Committee.

9. TUFA Release Time

- a. Amend I.8.3 to allow TUFA to bank course releases to allow for greater flexibility (e.g. to allow use of releases for bargaining team).

10. Integrate New Decanal Roles and Responsibilities as per LoU and Appendix (dated January 19, 2011).

11. Externally-Funded Academic Appointments

- a. Revise language in III.3.5 "Externally-funded Non-Competitive Academic Appointments" to cover externally funded competitive academic appointments such as CRCs and endowed chairs.