



TUFA

# BARGAINING UPDATE



## Bargaining update

The exchange of proposals with the Employer was delayed until this week on account of conflicting vacation schedules. Your bargaining team (Sue Wurtele, Mike Epp, Dirk Wallschlaeger and Marcus Harvey) has been working throughout the summer developing proposals to reflect the mandate provided by the membership, and is looking forward to this week's exchange. You can expect an update from them soon after.

## Survey of contract faculty

Since our bargaining mandate is focused on full and fair employment for all TUFA members a recently released report on contract faculty may be of interest to our members. The Centre for the Study of Canadian and International Higher Education (CIHE) at OISE at the University of Toronto recently released a report on the findings of a survey of contract faculty at 12 universities in Ontario (Trent was one of these universities). A full copy of the new report by Cynthia Field and Glen Jones is available on the CIHE blog [here](#).

## Gender bias in faculty salaries

The University of Waterloo recently reviewed faculty salaries and found that male faculty are

## Parity Adjustment

If members were entitled to a step increase in the salary scale this was applied to the July paycheck. Because we could not reach agreement prior to the payroll deadline, our system average base-salary adjustment (i.e., parity maintenance ) was not applied to the July paycheck. We have now reached agreement on a base-salary adjustment of 2.3%; this increase will be applied retroactively to July. Payroll has confirmed that this will be on our August paycheck. Thanks to Dirk Wallschlaeger for his work on this file.

## Bargaining

making almost \$3000 more each year than their female counterparts; as a result, most female faculty members at U Waterloo will now receive a raise. This follows a similar decision last year when McMaster University found a systematic bias in favour of male faculty over female faculty when it came to salaries, and they also implemented a salary raise for female faculty. The survey completed earlier this year by most of our faculty will allow us to investigate whether a similar bias exists at Trent. For more information on these stories see [here](#) or [here](#)

## GMM

We have scheduled a bargaining GMM for **Thursday, Sept 29th from 12-2 PM**. The meeting will be held at the Peterborough Golf and Country Club. In this meeting we will update the membership on bargaining and discuss next steps. Attendance at this meeting is really important, so please make a point of attending.



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