

TUFA BARGAINING

Trent University Faculty Association 3/22/2016

Bulletin Number 2



Bargaining Consultations

Members Input into Mandate Development

As you are aware, in preparation for bargaining, TUFA has been conducting several consultations with various groups. Below are summaries of two of our consultations; the first consisting

of our Limited Term Appointment members (summary prepared by James Cook) and the second from the Women's Caucus (summary prepared by Helen Haines).

LTA Caucus Report

TUFA hosted a well-attended caucus on January 28th to address issues of concern to LTAs. The increasing reliance of Trent and other universities on contingent employees has made the employment conditions of LTAs a major priority of the Association and a likely subject of discussion in this year's bargaining. The conversation was

lively and highlighted the varied contractual terms and obligations of limited-term faculty and librarians at both the Symons campus and in Durham. Major topics included inconsistency between departments regarding length of contracts and teaching loads, institutional barriers to conducting research, onerous reappointment procedures, the

Major topics included inconsistency between departments regarding length of contracts and teaching loads, institutional barriers to conducting research, onerous reappointment procedures, the difficulties of transitioning to tenure stream appointments, and the recent re-implementation of a 3 year cap on individual LTA appointments.

Pre-Bargaining Consultation:

Probationary Members

Wednesday April 6th
11:00 am - 12:30 pm
BL 103

General Consultation

Wednesday April 6th
1 pm - 2:30 pm
GCS 115

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difficulties of transitioning to tenure stream appointments, and the recent re-implementation of a 3 year cap on individual LTA appointments. LTAs represent approximately 22% of the Association's membership and the caucus presented an important venue for them to voice their concerns to the TUFA Executive and the Chief Negotiator ahead of the next round of collective bargaining.

Women's Caucus Report

On 23 February, 2016, TUFA hosted a Woman's Caucus Meeting at Champlain College. Central to the discussion was the on-going, and deeply ingrained, academic culture that is either biased against women's

achievements or inhibiting their academic achievement. Things of note that were discussed included: the on-going lack of recognition for achievements (i.e., grants, publications, levels of cited research) made by female faculty; issues with course evaluations; the large number of women who are called upon to do service work (i.e., committees, chairs of departments) along with the sense that others are able to avoid these duties; and a vigorous discussion of promotion and why women are not achieving, or not applying for promotion to Full Professor. A range of solutions were discussed including enhanced recognition for service contributions and the creation of a women's mentoring

programme. The purpose of such a programme would be to help women prepare for tenure applications, advance between the ranks, as well as provide advice to new female hires (what sort of start-up allowances have been awarded to other faculty, etc.).

Next Steps

The TUFA Executive wishes to thank all those members who have participated in the various consultations that have already occurred. There are several avenues for you to express your thoughts and inform the development of a bargaining mandate: attend one of the remaining consultation meetings (see above); contact a member of the Executive (see contact information below); contact the Chief Negotiator (directly); or contact one of the members of the Negotiations Council.

Trent University Faculty Association
tufa@trentu.ca

Please feel free to contact any of the Executive Committee as we enter the negotiation consultation process

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Dirk Wallschlaeger , Vice President,	ext 7378
Marco Pollanen , Treasurer,	ext 7543
David Newhouse , Grievance Officer,	ext 7497
James Watson , Secretary,	ext 7330
Susan Wurtele , Chief Negotiator,	ext 7454
Momin Rahman , Member at Large (Equity),	ext 7812
Jocelyn Williams , Past-President,	ext 7441
Ingrid Brenner , (Professional Schools Rep),	ext 7253
Helen Haines , (Durham Representative),	ext 5045
R. James Cook , (LTA Representative),	ext 7679
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