

TUFA BARGAINING

Trent University Faculty Association

April 15, 2016

Bulletin Number 5



TUFA Consultations with Probationary Faculty

The last of the Association's scheduled consultations with the membership were held April 6th.

The first of these was for probationary faculty. Concerns were voiced over the amount of time consumed by document preparation and presentation for reappointment and tenure applications is enormous;)it was hoped that some efficiencies could be found to lessen both the burden on members preparing files as well as on those who must read through them.

Once again, we heard that teaching evaluations are heavily flawed instruments and their use in peer-review career processes (like reappointment, tenure, and promotion) should be constrained and their significance not over determined. In regard to the hiring process, members recognized that further clarification of process and expectations in the CA could be of significant value, as would more robust new faculty orientations, an opportunity to consult with the union before accepting a job at Trent, and establishing a mentor program to pair new faculty with members who have been recently tenured themselves.

Further Bargaining Consultations

The second, open, consultation on April 6th dealt primarily with gender equity concerns and the need for the union to pursue such matters, possibly by tasking a subcommittee of the Negotiations Council to review relevant data to make

equity-specific recommendations for the bargaining table.

The challenge of ensuring an equitable distribution of service work within departments and across the university was also

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Next Steps

The TUFA Executive wishes to thank all the members who have participated in the nine consultations that have already occurred. We are now in the process of working through the feedback provided by the members. During that process the Chief Negotiator/ Negotiation Team may feel the need to seek further clarification from the membership on specific issues/topics via flash surveys.

discussed with members agreeing that promotion and other merit considerations should not be blind to members' service contributions. The collective agreement may need further refinement to help ensure that all members make suitable and sufficient service contributions through the course of their careers at Trent. Questions relating to maternal

and parental leaves were raised in both sessions and the union will request historical information from the Employer on the use of such leaves with an eye to assessing whether these provisions in the collective agreement need to be refined to address either gender equity or operational concerns.

We would like to thank all those who have participated in

our pre-bargaining consultations for their time and for their candor. Additional feedback is always welcome and members should continue to send written comments for the Chief Negotiator and bargaining team via the TUFA office: tufa@trentu.ca

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

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