

# TUFA BARGAINING

Trent University Faculty Association April 1, 2016

Bulletin Number 3



## Bargaining Consultations *Members Input into Mandate Development*

*Among the various issues discussed, concerns were raised about limited term appointments (LTAs) within their programs. LTAs perform vital services to ensure excellent program delivery and make positive contributions to the work/professional life of the schools; however, there is not a one-size-fits all model even within the Schools*

### *Professional Schools*

On March 14 the Chief Negotiator, Sue Wurtele, met with TUFA members from the Professional Schools. Members from both the School of Education and Professional Learning as well as the Trent/Fleming School of Nursing were present and discussed a range of issues from accreditation to the relationship of faculty members to Trent's colleges. It was suggested that requirements of the job that flow from external accreditation standards should be reflected in the Collective Agreement and/or individual's letters of appointment. Among the various issues discussed, concerns were

raised about limited term appointments (LTAs) within their programs. LTAs perform vital services to ensure excellent program delivery and make positive contributions to the work/professional life of the schools; however, there is not a one-size-fits all model even within the Schools and the terms of employment, especially contract length, must be sensitive to the different sorts of needs that are being met by LTA members. Flexibility in term appointments is needed, sometimes short-term appointments were seen as appropriate, but the needs for continuity, institutional/program

## 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

**Negotiations Council**  
Next meeting TBA

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knowledge, and consistency should also be considered, and longer term appointments (36 month) have a great deal of value, especially where a considerable investment of time is needed to bring the member up to speed with the program. The problems of attrition, overreliance on contract faculty, and need to replenish depleted faculty ranks were raised as was the potential value of a transportable right of first refusal for members shifting between CUPE and TUFA appointments

### *Chairs & Directors Caucus Report*

TUFA's President, Geoff Navara, recently met with TUFA members who serve as departmental chairs and program directors as part of our ongoing consultations in preparation for bargaining. This was one of the best attended of the consultations with 13 members participating. A robust discussion occurred, with many issues raised, including: the relationship with Durham campus for departments operating in Peterborough and Oshawa, the role of Faculty Board and collegial governance, restructuring around Schools, the job of graduate directors and profitability of graduate programs, the attribution of revenues and costs in an RCM budget model, hiring processes and the burden of overreliance

on large numbers of stipendiary faculty. From these many issues, three themes emerged: concerns about the acknowledgement/recognition, and subsequent compensation, of chair and program director's workloads; the potential impact of Responsibility Centred Management (RCM) on program delivery; and, the positions of Graduate Studies and Durham within the RCM model currently being outlined by the Administration. The Negotiations Council, Executive Committee, and Bargaining Team will shortly be considering the feedback provided at this, and all other consultations, to begin fleshing out a proposed bargaining mandate to present to the membership.

### *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); and/or contact the Chief Negotiator directly.

Trent University Faculty Association  
<mailto:tufa@trentu.ca>

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

<a href="#">Geoff Navara</a> , President,	ext 7539
<a href="#">Dirk Wallschlaeger</a> , Vice President,	ext 7378
<a href="#">Marco Pollanen</a> , Treasurer,	ext 7543
<a href="#">David Newhouse</a> , Grievance Officer,	ext 7497
<a href="#">James Watson</a> , Secretary,	ext 7330
<a href="#">Susan Wurtele</a> , Chief Negotiator,	ext 7454
<a href="#">Momin Rahman</a> , Member at Large (Equity),	ext 7812
<a href="#">Jocelyn Williams</a> , Past-President,	ext 7441
<a href="#">Ingrid Brenner</a> , (Professional Schools Rep),	ext 7253
<a href="#">Helen Haines</a> , (Durham Representative),	ext 5045
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