



## Ratification

Thanks to the 100 members who attended the ratification meeting and voted overwhelmingly in favour of ratification. Once the new agreement has been compiled and finalized we will send it out to the membership. For members who might not have seen the circulated documents/attended the ratification highlights of the new CA include:

- 1) All LTA contracts will now be 12 months (the norm has been 9 months for some time)
- 2) All LTA contracts will have a maximum cap on their teaching load (150% of dept. norm)
- 3) Established fast-track process for departments wishing to renew current LTA
- 4) Creation of senior lecturer positions with:
  - Reappointment after 3 years, permanency after 5
  - Possibility for promotion to Senior Lecturer with Distinction
  - Paid leave for professional development (6 mos for every five years of continual service)
  - Same salary scale as tenure stream faculty
  - Maximum cap on teaching (150% of dept norm)
  - Cap on total number of senior lecturer positions to no more than 10% of the tenured and probationary faculty complement

## Fekete Award & Seasonal Social

Please join us on Dec 1st to celebrate this year's Fekete Award winner, Janice Millard. Following the award ceremony we'll have a seasonal social with a host bar and appetizers. The event will be held at the Peterborough Golf and Country Club from 5:30-7:30pm. All TUFA members are encouraged to attend. Please RSVP to TUFA by Nov 25th.

## Fall GMM

The fall GMM will be held from 12:30-2:30pm on Dec 1 in CCLLC (CC 201, above the Seasoned Spoon). We will have a phone connection in Oshawa (Room 160). Please plan on attending.

- Required to have teaching, research and service among their responsibilities

- 5) One time conversion of our longest serving LTA members (60 months or more of service) into Senior Lecturers (this affects 15 TUFA members)
- 6) Reinstatement and improvement of merit awards for excellence with minimum allocations for teaching, research and service
- 7) Created a pilot benefit program to defray member costs associated with gender transitioning that would not otherwise be covered by OHIP or existing benefits and leaves
- 8) MoU that commits the administration to undertake, with TUFA, a review of member salaries in the 2017-18 academic year, with the goal of identifying gender-based anomalies
- 9) New section elaborating process for assessing teaching
- 10) Clarification of role of Graduate Directors and guidelines for determining compensation. MoA committing the Employer to gather data on TUFA members' graduate teaching and related workload to support the inclusion of all graduate teaching activities when assigning overall teaching duties.
- 11) Gradual reinstatement of a component of our salary parity formula that was suspended following the elimination of the StatsCan UCASS survey

Our bargaining team, led by chief negotiator Sue Wurtele and including Dirk Wallschläger, Michael Epp and Marcus Harvey (TUFA), worked tirelessly to achieve this agreement. We are very grateful for their hard work but more importantly their commitment to principles of equity and fairness while negotiating this round. We would also like to acknowledge the tremendous support and encouragement we received from CAUT staff member Andrea Harrington and OCUFA staff, including, most notably, Donna Gray and Andrea Calver.

## United Way campaign

The EC approved a recommendation of the Social Justice Committee for an incentive program in support of the United Way Campaign. All new TUFA monthly contributions of at least \$25 or \$50 /month will trigger a matching contribution of \$100 or \$250 respectively, up to a maximum total TUFA contribution of \$3000. We understand a much smaller percentage of TUFA members donate relative to other unions on campus - lets raise our participation rates! Contact Alison Scholl or the faculty co-chair Sue Wurtele if you need a pledge form.

## UMFA strike

We sent the first \$1000 solidarity cheque to the University of Manitoba Faculty Association in support of our colleagues who have been on strike since Nov 1st. We will be sending up to three more as the strike continues. Visit their website to learn more about the strike and

what they are fighting for  
<http://www.umfa.ca/>

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 Visit the TUFA website for more information

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**Come visit the TUFA office:**

Champlain College - Rooms E2 and E3

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