

## TUFA Bargaining Survey Spring 2012

This survey is being sent to all TUFA members to assist your Executive and your Negotiations Council in identifying the Union's priorities for the upcoming round of bargaining. We have provided this survey in both hard copy (delivered to your university address) and in electronic form. Please return completed surveys to the TUFA office (Champlain College, or if by email: [tufa@trentu.ca](mailto:tufa@trentu.ca)) no later than March 27, 2012.

### **Confidentiality and Use of Survey Responses**

The information contained in this survey will only be used in aggregated form. Identifying information such as rank, step, etc. is important for our analyses, but it is entirely voluntary. The survey will be used by the Negotiations Council, the TUFA Executive and will later be presented in summary form to the whole membership. The results of this survey are not binding in any way. All decisions related to TUFA's bargaining mandate will be made by the entire membership at a general membership meeting.

### **A. Allocation of the Work of TUFA members**

The Draft Academic Plan raised the prospect of a more flexible model for allocating the work of TUFA members. In the case of faculty, our collective agreement does not specifically reference a 40% Teaching, 40% Research, and 20% Service allocation, but this is widely regarded as standard practice. Because our collective agreement language is not specific, it is conceivable that the Employer might press for more flexibility within our existing contract language. One model floated was an allocation that could shift as a member moves through their career.

A.1. Do you think a more flexible model for the allocation of work is desirable?

Yes \_\_\_\_\_ No \_\_\_\_\_

A.2. How important is the issue of the allocation of work for you?

1.	2.	3.	4.	5.	6.	7.	8.	9.
Extremely important								Of no importance

A.3. Please explain the factors that influenced your answers to A.1 and A.2.

A.4. What, if any, concerns would you like to see addressed in any discussion of a more flexible model for allocating the work of TUFA members?

## **B. Workload**

The TUFA collective agreement addresses workload in Chapter IV (primarily in Articles IV.1 and IV.2).

B.1. How, if at all, has your workload changed in the last five years?

B.2. What, if any, changes would you like to see to our collective agreement with regard to workload?

## **C. Chairs' and Graduate Directors' Responsibilities**

Chairs' responsibilities are described indirectly throughout the TUFA collective agreement. Chairs' compensation is described in Article VIII.2.

In the 2009-2012 collective agreement references to "department" and "program" were defined as applying only to undergraduate academic units. This includes references to Chairs and Directors. Responsibilities and compensation for Graduate Directors was neither specifically addressed, nor negotiated in that round and the Union's position was that, as such, this compensation was governed by past practice. We are aware that the Employer does not necessarily share this view. The parties have agreed that the question of compensation for Graduate Directors must be clarified and will be the subject of bargaining in this round.

Many academic units (including graduate programs) are finding it increasingly difficult to find members willing to serve as Chairs or Directors.

C.1. What, if any, considerations would limit your willingness to take on the role of Chair or Director?

C.2. What, if any, specific areas related to the responsibilities of chairs and directors do you feel require the Union's attention in this round of bargaining? (Please elaborate.)

**D. Limited Term Appointments and Related Issues**

Our collective agreement includes a 36-month cap on the maximum term that can be held by a member holding an LTA, but for roughly a decade, this cap has been suspended. At various points in the last 3 years the Employer has signalled an unwillingness to consider further suspensions.

If the 36-month cap is reinstated, any current LTAs who have taught at Trent for more than 36 months will be ineligible for further appointments.

D. 1. How do you think such a reinstatement would affect your department?

D. 2. TUFA is exploring a range of options including the following. Please rank in order of desirability (with 1 being the most desirable):

- \_\_\_\_\_ Elimination of a cap on the maximum term that can be held by TUFA members holding an LTA.
- \_\_\_\_\_ The provision of long-term job security for members currently holding an LTA, with a reinstatement of the cap for all newly hired LTAs.
- \_\_\_\_\_ Reinstatement of the 36-month cap for all TUFA LTAs regardless of their previous service.

D. 3. What considerations went into your ranking in D.2.?

D. 4. Some years ago, the Employer made a shift to make 9-month LTA contracts the norm. Do you think that TUFA should insist that the norm for LTA appointment be 12 months?

Yes \_\_\_\_\_ No \_\_\_\_\_

Please explain the factors that influenced your answer.

The TUFA certification document (which defines who is included in our union) says that TUFA is comprised of “all faculty and professional librarian appointments at Trent University in Peterborough, save and except sessional faculty and professional librarian appointments teaching one and one half courses or less, or the equivalents . . .”

For some time, and possibly without discussion with the union, the one and one half course limit has been interpreted as applying only to the academic year (Sept. through April). This means some faculty teaching over one and a half courses in a calendar year are not represented by TUFA, hold what are effectively teaching-only positions, and are paid at CUPE rather than TUFA rates.

D. 5. Knowing this could affect CUPE members, should TUFA continue to defend our certification document and thereby limit CUPE instructors to 1.5 courses per year?

Yes \_\_\_\_\_ No \_\_\_\_\_

D. 6. If you responded YES to D.5., do you think TUFA should insist that our certification refers to a calendar year and not an academic year?

Yes \_\_\_\_\_ No \_\_\_\_\_

D. 7. What considerations went into your response to D. 5. and D.6.?

## **E. Equity Related Issues**

Section I.2.6.4 of the current collective agreement specifies measures that are in place to ensure gender equity in hiring. These have borne some fruit in that Trent has almost attained 50% employment of women in TUFA positions. However, hirings of "visible minorities" and "persons with disabilities" in TUFA positions remain considerably below target.

E.1. Would you support measures to ensure greater transparency and accountability in hirings with regard to all target groups identified in the Federal Contractors Program (i.e. "women, aboriginal peoples, persons with disabilities, and members of visible minorities") and in our own employment equity commitments?

Yes \_\_\_\_\_ No \_\_\_\_\_

E.2. If you responded YES to E. 1., what measures do you think would be most effective? (Measures in place at other universities include, for example: equity training for those serving on hiring committees; the involvement of an employment equity representative on hiring committees; the development and monitoring of employment equity plans).

## **F. Additional Considerations**

In addition to the issues covered in this survey, what are three improvements you would like to see made to the TUFA Collective Agreement?

1.

2.

3.

**G. Your top priorities**

Please list the top three collective bargaining priorities that you would like to see TUFA pursue in this round of negotiations.

1<sup>st</sup> priority:

2<sup>nd</sup> priority:

3<sup>rd</sup> priority:

**H. Respondent Information**

The following information will not be used to identify individuals but is helpful to TUFA in interpreting the results of this survey.

Gender: \_\_\_\_\_

Age: Under 35 yrs \_\_\_\_\_; 35 – 40 \_\_\_\_\_; 40 – 45 \_\_\_\_\_; 45 – 50 \_\_\_\_\_;

50 – 55 \_\_\_\_\_; 55 – 60 \_\_\_\_\_; 60 – 65 \_\_\_\_\_; 65 – 70 \_\_\_\_\_; over 70 yrs \_\_\_\_\_.

Type of Appointment: Faculty \_\_\_\_\_ or Librarian: \_\_\_\_\_

Type of Appointment:

LTA: \_\_\_\_\_; Probationary \_\_\_\_\_; Tenured Faculty or Permanent Librarian: \_\_\_\_\_.

Rank:

Faculty	Professional Librarians
Instructor (A) _____	I. _____
Assistant (B) _____	II. _____
Associate (C) _____	III. _____
Full (D) _____	IV. _____

Step on the Salary Scale: \_\_\_\_\_

Number of Years at Trent: \_\_\_\_\_

Do you belong to an equity-seeking group? \_\_\_\_\_

Department or School: \_\_\_\_\_

Graduate Program Affiliation (if any): \_\_\_\_\_

Thank you for your participation

**Return completed survey to:**

**TUFA  
CC, Room E3**

**or email to:**

**tufa@trentu.ca**