

Negotiations Resuming

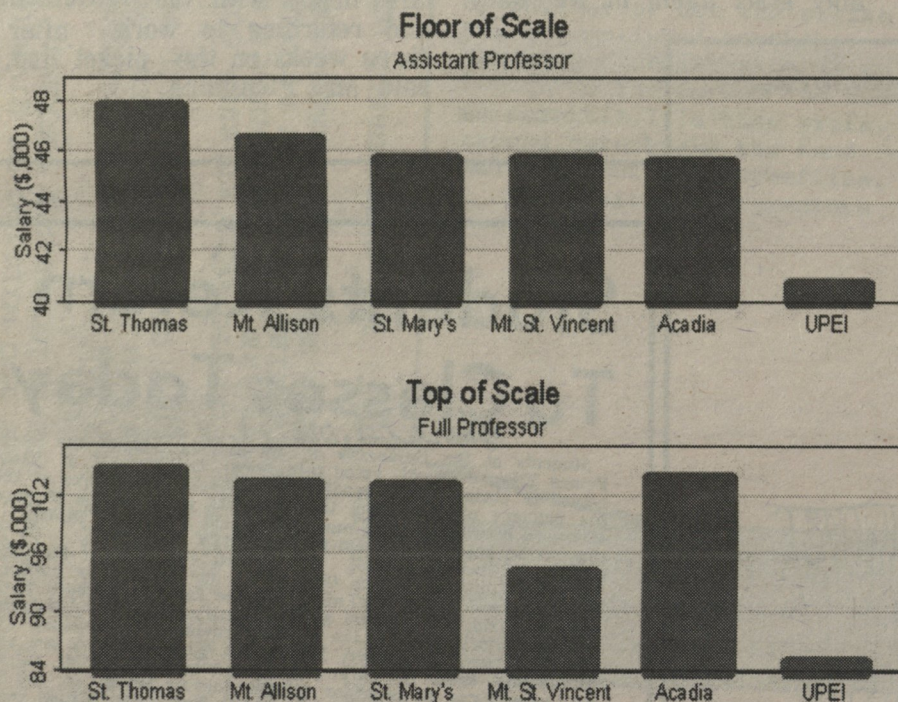
Jan 7, 2004, Charlottetown PE.

The UPEIFA and the Board of Governors met on January 7th and have agreed to return to the bargaining table early next week. The FA is optimistic that the two sides will settle their differences in a timely fashion without job action. This resolve was clear at Tuesday evening's meeting (January 6th), which was attended by over 180 FA members and Canadian Association of University Teachers (CAUT) representative Neil Tudiver. An overwhelming majority of the members present voted to authorize the executive of the FA to hold a strike should one be necessary. This was **not** a strike vote but rather a strong show of support by the membership for the FA's negotiating team and an indication of their resolve to settle the dispute.

The Collective Agreement contains over 150 pages. The two sides have reached agreement on many of the issues, which is encouraging. However, there are some key outstanding issues in the areas of salaries, workload, rights to intellectual property, definition of academic freedom, and job security for the 300 professors, librarians, and sessional and clinical instructors. Here are some highlights:

Salaries:

The UPEIFA seeks parity with other small Maritime universities, and wage increases in line with those obtained by public sector unions on PEI. Right now, UPEIFA members earn 15-20% less than their peers in the region (*see Figure*). This has been the case for the past decade.



Source: CAUT Salary Settlement Reports

The UPEIFA has requested salary increases for faculty members that compound to a total of 22% after 5 years:

- 3.5% per year for 2000-2005.
- An additional 3% at the outset to start to bring us in line with salaries at comparable universities in the region.

Salary increases were also requested for:

- Sessional Instructors, who currently receive only \$3000 to teach a full university course.
- Clinical Nursing Instructors, who are paid much less than what they get through the Collective Agreement of the PEI NU.

The Board of Governors offered the FA 2.25% in 2000-2001 and 2.5% for the next years till 2006. This offer would still result in the second lowest salaries in Atlantic Canada at the Assistant Professor level. The calculations presented by the Board of Governors in their advertisement in the Guardian (Sat Jan 3, 2003) and on their web site are misleading.

The academic job market has become competitive. The University cannot afford not to pay its instructors a competitive rate. Failing to do so devalues teaching and research, deprives students of the benefits of long-term, experienced instructors, and will ultimately result in a deterioration in UPEI's academic quality. How can UPEI continue to strive to be a "great small university" if it does not recognize the value of its faculty?

Workload:

A 3/2 course commitment is not a "reduced workload." Rather, it aims to achieve better "teaching/research balance." A faculty member's responsibilities extend far beyond the classroom. Moreover, UPEI is increasing its emphasis on research and publication, which require time. Our proposal will allow us to put more time into teaching and research, resulting in **an increase in the quality of your education**. All small Atlantic universities that have ranked above UPEI (by Maclean's) have some version of a 3/2 teaching/research balance. Both MtA and SMU instituted a 3/2 course load, without compromising students' education. This was done by faculty and administration working together with students. Similarly, we propose to work closely with the Administration and students to phase this in, ensuring that core courses are offered and that the programs remain rich and vibrant.

Intellectual Property:

UPEI has offered 50/50 joint ownership in regard to Intellectual Property (e.g. inventions by FA members). The Faculty Association seeks 100% control of the **decision** to commercialize, and a share of the profits from commercialization. The FA's position is consistent with the collective agreements for other universities in the region (Mount A, Acadia, UCCB, Mount Saint Vincent and SMU), where faculty own 100% of their intellectual property.