

## INTRODUCTION

***The Negotiating Team has heard the strong concerns of FA members, and it is clear that workplace pressures are rising to critical levels. The upcoming round of collective bargaining is the most effective means of addressing the very significant challenges we face.***

UVic remains one of the top ranked comprehensive universities in Canada. But like all universities and colleges, UVic is currently facing major challenges. Funding is declining with the reduced federal permits for international students and no willingness from provincial governments to address the resulting shortfall in post-secondary budgets.

This is affecting the ability of the University to properly resource its programs and program supports. While the post-secondary sector across Canada faces similar pressures, UVic's administration has increasingly shifted the burden of addressing these problems onto its faculty and librarians. Policy and operational decisions are decreasing member autonomy, increasing workload and reducing available supports. The results of our surveys and other consultations demonstrate the Administration's approach is forcing many members to prioritize their programs and students over their health and well-being; it also undermines members' capacity to deliver high quality education and reduces the time members can devote to their research and scholarly activity. As a result, UVic risks diminishing both its reputation and its ability to recruit and retain top talent.

UVic faculty and librarian salaries are more competitive than they once were, but more recently hired members still struggle with the extremely high cost of living in Victoria, and some of our more senior members lose CPI in their mid to late 50s, very much limiting their life-time earnings.

While UVic has made some progress in addressing the concerns of Indigenous members in the last round of bargaining, the University still has work to do in providing appropriate supports for Indigenous members, in order to fulfil its goals of Indigenization, decolonization and reconciliation. BPoC faculty find that much less has been done to address the very real barriers they continue to face at UVic, such as racist attitudes expressed in CES, lack of inclusion and underrepresentation in university leadership. Although UVic has signed the Scarborough Charter, there is still a great deal to be done to implement it at UVic, and in the meantime, UVic has a difficult time retaining Black faculty.

**Our members enter our professions out of a deep commitment to scholarship, teaching, and service.** However, their ability to fulfill this mission is increasingly constrained by administrative policies that prioritize cost-cutting and micro-management over academic excellence. The Negotiating Team is committed to bargaining for an agreement that not only addresses our members' concerns but strengthens UVic as a whole — ensuring that faculty and librarians can continue to provide the world-class education, research, and professional expertise on which students and communities rely.

**Based on the major issues described above and reinforced by extensive member consultations, the Negotiating Team presents our bargaining mandate as outlined within these four interconnected strands:**

#### **ADDRESS THE GROWING CRISIS IN WORKLOAD**

- The Negotiating Team is committed to bargaining for sustainable and equitable workload language that ensures that Members will no longer risk damaging their health and their personal lives as they strive to maintain quality in their teaching and professional practice, keep up with growing service demands, and retain adequate time for research, scholarly and professional activities.
- Develop effective mechanisms to address excessive teaching workload.
- Ensure that instructors are provided robust and stable centralized supports in fulfilling responsibilities for students.
- Ensure that faculty have adequate University support to maintain their research programs, scholarly endeavours and creative activity.
- Build mechanisms to ameliorate negative impacts of the Chair's workload on their research and scholarly activity.

#### **RESPECT THE RIGHTS OF ONE ANOTHER**

- Ensure that the University lives up to its commitments under the Scarborough Charter and more broadly supports the rights of all BPoC members to full inclusion.
- Ensure that the University fulfills its commitments and responsibilities to support the sovereignties and autonomy of Indigenous members.
- Develop fair, equitable and transparent evaluation processes.
- Develop effective methods of challenging barriers to inclusion, to ensure that all of our members feel safe and included in their units and the University as a whole.
- Improve disciplinary and EQHR processes, including by addressing systemic biases and provide enhanced support for BPoC and Indigenous members in these processes.

### **STRENGTHEN ACADEMIC FREEDOM, COLLEGIAL GOVERNANCE AND AUTONOMY IN OUR WORKING LIVES**

- Retain, affirm and strengthen member rights to transparency and collegial governance in decision-making within their units and within larger university structures.
- Move away from ineffective approaches and policies that micro-manage faculty and librarians, and further increase workload.
- Eliminate barriers to member representation and communication between the Faculty Association and University leaders to support a more collaborative and productive relationship.
- Fully recognize the importance of instructor pedagogical judgment in teaching.
- Strengthen members' intellectual property rights over their teaching materials.

### **FAIR COMPENSATION & IMPROVED, MORE COMPETITIVE BENEFITS**

- Establish processes of transparent review of salaries to ensure equity and find other ways to support UVic's ongoing efforts towards fairness in compensation and representation.
- Increase the number of years of CPI eligibility for associate and full professors and librarians, and increase CPI amounts to protect against inflationary pressures.
- Improve extended health benefits in targeted areas supported by members.
- Improve member access to on-campus childcare.
- Secure commitments from the University in improving access to healthcare practitioners.

***The University's current management approach has necessitated a 450% increase in legal expenses over the past year to enable us to protect our members, to fulfill our legal obligations to them, and to ensure that the existing Collective Agreement is fully observed. This is the time to use our collective power through bargaining to reset the relationship between UVic's administration and faculty and librarians in a positive direction for all.***