

LMC meeting notes

November 14, 2008, 2:00-3:30 PM

Present: Neil Besner, David Burley, Kristine Hanson, Lisa McGifford, Laura Sokol, Geri Wensel, Carole Anderson

General

- Geri and Lisa are to co-chair the Committee, with Geri chairing this meeting.
- David will not be present for the next meeting; Barnett Richling may attend.
- UWFA has a list of suggested agenda items for the Committee; several of these items were discussed and acted on in the November 14 meeting.
- UWFA's suggested agenda items may be divided into longer- and shorter-time frame items. The list of agenda items is attached to these notes.
- The correct version of Clause 4 was distributed at the meeting, and is attached to these notes. Upon checking the final language of the Article, the Committee realized that Laurel Repski should be a member (Geri will not continue as part of the Committee).
- The next meeting is to be held on November 28, 2:00-4:00 PM, 9th floor Rice Building Boardroom.

Items to be acted as a result of discussion in November 14 meeting

- The LMC is to replace the JCC. It is important that the Committee be and be seen to be productive.
 - **ACTION: A joint message to the University community will be sent to announce that the Committee is meeting, and provide up-dates on progress as appropriate (Neil and Kristine).**
- (item 2 from UWFA list) Kristine notes that notices to UWFA of job postings for faculty positions in all bargaining units are not currently being received as mandated. Further, lists of members (UWFA main, Collegiate) are not being received.
 - **ACTION: The employer commits to undertaking that a process be put into place to ensure that UWFA receives job postings for faculty positions (Geri).**
- (items 4 and 5 from UWFA list) Kristine notes that the issue of employment equity seems too weighty to deal with in negotiations, so continues to be unresolved from contract to contract.
 - **ACTION: A sub-committee will be formed, to be constituted of one UWFA and one Employer member, with other non-LMC members to be co-opted (Kristine, Geri).**
- (item 6 from UWFA list) All agree that the method of conducting teaching evaluations needs to be examined. A group will be formed to examine the subject; the group will solicit the involvement of a member of Senate, a student,

and a scientist. The group will come back to the LMC with recommendations for ways of proceeding, which will then go into an approval process.

- **ACTION: A sub-committee will be formed, to be constituted of one UWFA and one Employer member, with other non-LMC members to be co-opted (David, Laura).**

- (item 7 from UWFA list) Kristine notes that it is not currently clear where to send members with inquiries that fall under the Harassment/Respectful Workplace Policy. The policy is currently being drafted by the Employer; UWFA is to have input per Clause 9.02.
 - **ACTION: On November 28, Neil will bring word to the LMC on progress on the draft of the policy.**

- (item 8 from UWFA list) Forms that relate to the Collective Agreement need to be reviewed. The Committee will designate people on both sides to work on forms (Lisa from UWFA, and possibly Elizabeth Dawes from the Employer).
 - **ACTION: Neil will check with Elizabeth Dawes to see if she will agree to do this work.**

- (item 9 from UWFA list) UWFA notes that not all new hires are getting a second year of course release. Three members brought this to the attention of UWFA, and all were granted the second-year release. Language around the granting of second-year course releases is unambiguous in the Contract (granting of second-year course release is at the discretion of the Dean), but it appears that hires have been led to expect the release without question. It would be helpful for Chairs to be reminded of the process so that they can advise new hires appropriately, and to know the basis for granting the second-year release.
 - **ACTION: An announcement will be made to the effect that, while first-year course release for hires is automatic, second-year course release for hires coming in as of 2009 is discretionary as articulated in the contract. (Neil and Kristine).**

- (item 9 from UWFA list) Kristine and Lisa are concerned about fairness in the allocation of workload for UWFA members for next year. They report that some departments appear to be doing this in inequitable ways (such as doubling class sizes), and note that it would be helpful to have principles for departments to follow to achieve lower workloads with sustained enrolment. Neil notes that Deans were to work with Chairs on strategies to accomplish this—it may be that this will be achieved through different strategies depending on the varying situations of departments.
 - **ACTION: A communication will be drafted for Deans and Chairs requesting that, in their negotiations with departments regarding**

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distribution of workload, care be taken that equitable arrangements are made. A draft will be brought to the LMC for review on November 28, 2008 (Neil and David).

- (item 11 from UWFA list) Some of the terms of reference for the LMC are articulated in 4:02. It is agreed that whoever chairs the meeting the previous meeting will develop the agenda for the next meeting. The Committee will get notes of the last meeting prior to each following meeting; once approved, these notes will be forwarded to Laurel Repski and Brian Stevenson. It will be important to determine which issues properly come to the LMC, and which remain in the realm of informal conversation and resolution. Perhaps the division lies between those issues that immediately relate to terms and conditions of employment, and those that have broader application and implications.
 - **ACTION: Terms of reference will be drafted (Lisa).**

Discussion

- (item 3 from UWFA list) Bargaining certificates as related to IUS, librarian, lab instructors, contract faculty. Lisa would like to discuss whether or not it would be beneficial to fold contract faculty into the UWFA main agreement as casual employees, with specific clauses applying.
- (item 10 from UWFA list) Kristine is working with Laurel Repski and MaryAnn Walls to find out what legislation permits.
- (item 16 from UWFA list) Neil has spoken with Laurel on the issue of member to member disputes.
- (item 22 from UWFA list) A workshop on administration of the Collective Agreement might be helpful.