

Bargaining Bulletin #6

Overview

We have met the Employer at the Bargaining Table for four days in May, two days in June, and six days in July. We have made major strides forward, with productive discussions about salary (including retroactive pay) and benefits. DCFA members can be confident that these improvements will arrive in when a deal is done because salary and the funding for benefit improvements are mandated by the province through its Shared Recovery Mandate. As VP Negotiations, I personally look forward to presenting the improvements we've made to the Collective Agreement when the time comes.

However...

There remain two crucial sticking points. First, we have tabled language on **Academic Freedom** and, in response, the Employer has expressed no interest in incorporating Academic Freedom language in the Collective Agreement. The lack of language around Academic Freedom puts us out of sync with most other locals who are members of FPSE.

Secondly, we are at a sticking point with **rights related to Post-Probationary Evaluations, as guaranteed under Letter of Understanding #10**. We currently have one of the most effective post-probationary evaluations in the province—with high participation and strong faculty buy-in—and that isn't true of other post-secondary institutions. Nonetheless, the Employer has not moved on their proposal to bring Deans into the heart of the process. We have provided an explanation on the next page.

The DCFA is scheduled to meet with the Employer at the Bargaining Table on August 28th, 29th, and 31st.

Action Items

At this time, the DCFA must augment or constitute two committees in order to satisfy due diligence in our internal planning.

- First, the DCFA seeks volunteers to join the Job Action Committee. Interested faculty members, please contact Sam Schechter at dcfa.sam.schechter@gmail.com.
- As per the DCFA's Constitutions and Bylaws, 5.1.4.g, the DCFA Secretary-Treasurer seeks volunteers for a Defense Fund Payments Committee. Please contact Jennifer Kirkey at dcfasectres@gmail.com.

Post-Probationary Evaluations

How Post-Probationary Evaluations work NOW:

Post-Probationary Evaluation language guarantees:

- Job security (the rights provided by this language are similar to rights guaranteed by tenure in university systems).
- A measure of academic freedom over professional development, curriculum development, and pursuing your areas of scholarly interest.

It is a peer-to-peer faculty-member-driven process, which involves:

- Faculty autonomy: you identify the area of professional practice you want to consider and you engage in self-evaluation and plan the direction of your professional development.
- You decide how to improve.
- You report back to your peers, who summarize the PD process for faculty—as a group—for the Responsible Administrator (i.e., Dean or Associate Dean).
- The Dean's role is **external** to the core process.

What the Employer WANTS:

The Employer wants to put the Dean right in the middle of the post-probationary evaluation process.

They propose three crucial changes:

1. At the beginning of the process, a faculty member identifies one or more area(s) of professional practice **in “consultation” with the Dean.**
2. At the end of the process, the faculty member submits their summary report to the DDP Evaluation committee **and the Dean.**
3. **After the Dean reviews the report, they may “discuss” planned PD activities with the faculty member.**

In sum, the Employer's proposal substantially changes the current process and that is why it is a sticking point in our negotiations.