



**a place of mind**

**University of British Columbia**

**Faculty Bargaining 2012 Commences**

The University and the UBCFA bargaining committees met on February 14<sup>th</sup> and 15<sup>th</sup> to begin negotiations for a renewal of the faculty collective agreement. Further meetings are scheduled for the end of February, March and April. Separate negotiations on the Library component will commence on February 29<sup>th</sup>. It is anticipated that the negotiations will continue in a spirit of collegiality and mutual respect.

Proposals tabled by the University included, among other items, the following: a two year term for the agreement; creation of a roster of faculty member mediators to resolve inter-faculty member disputes; merger of the Merit and PSA pools into one pool; allow faculties to continue to determine their “year” for Merit and PSA awards; revise criteria for the professoriate ranks and revise existing procedures for Assistant Professors to allow for tenure only in conjunction with promotion to Associate Professor; access for PhD students to teaching opportunities, and a number of “housekeeping” issues.

The Province’s 2012 Public Sector bargaining mandate will apply to faculty bargaining negotiations, as they do to any set of negotiations for University employees. Details of the Cooperative Gains Mandate 2012 Provincial are found on the Public Sector Employers’ Council website at the Public Sector Bargaining webpage:

<http://www.pssg.gov.bc.ca/psec/bargaining/index.htm>. The Cooperative Gains Mandate provides public sector employers with the ability to negotiate modest wage increases made possible by savings initiatives within the employer’s existing budget. Note that the Provincial Government is not providing funding for compensation increases and employers must not reduce service levels or transfer the costs of existing services to the public in order to fund compensation increases.

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