

2014 Negotiations Committee Members:

Ted Binnema (Chief Negotiator)
Paul Bowles
Darwyn Coxson
Shannon Wagner
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12 February 2015

Dear Colleagues;

The bargaining team held an information up-date session with members on February 11th. In brief, the team outlined two things, firstly, what we have accomplished to date and, secondly, what remains to be accomplished.

In terms of what has been accomplished, the prospect of job action has seen movement at the bargaining table and we are pleased to report that we were able to sign off on 7 major articles. These articles include provisions which:

- have ended post-tenure review at UNBC. Tenure at UNBC now means the same thing as tenure does at every other Canadian university;
- have significantly improved employment security for members if program redundancy is invoked;
- establish seniority rights and the Right of First Refusal for sessional members (including a transition agreement which captures current sessionals);
- move our evaluation system much more in line with others by giving formative evaluation a much greater role. There is still some summative evaluation but members who have a CDI withheld for unsatisfactory performance will now have a mechanism to get it reinstated in the next review period instead of losing it for their entire careers. Evaluations will now be based on a holistic interpretation of our duties;
- provide greater flexibility in the application of the phased retirement program. Given our members' demographic – our average age is 57 – the widening of the eligible age band for the program to 16 years and the greater flexibility in adjusting workload during the program is an important gain to us;
- establish promotion committees for SLI members which include a greater role for SLI members themselves.


In terms of what we have yet to accomplish, there is only one major non-monetary article outstanding: tenure and promotion.

All compensation issues, i.e., salaries and benefits, have yet to be resolved. The slides below, which were presented at the information up-date, capture the main points highlighted.

Mount Allison:

Schedule 15F: Faculty Salary Scales 2015-2016

	<u>Lecturer</u>	<u>Assistant</u>	<u>Associate</u>	<u>Professor</u>	
1	56,842				
2	59,563				
3	62,285				
4	65,006				
5	67,728				
6	70,449	1	70,449		
7	73,473	2	73,473		
8	76,497	3	76,497		
9	79,521	4	79,521		
10	82,545	5	82,545		
		6	85,568	1	85,568
		7	88,592	2	88,592
		8	91,616	3	91,616
		9	94,640	4	94,640
		10	97,664	5	97,664
		11	100,688	6	100,688
		12	103,712	7	103,712
		13	106,736	8	106,736
		14	109,760	9	109,760
				10	112,783
				11	115,807
				12	118,831
				13	121,855
				14	124,879
				15	127,903
				16	130,927
				17	133,951
				18	136,975
				19	139,999
				20	143,022
				21	146,046
				22	149,070



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UNBC Improves to Second in Maclean's Rankings

Thursday, October 30, 2014

Prince George, BC – UNBC has matched its best result in the annual Maclean's rankings of Canadian universities, placing second in its category.

The runner-up finish in the Primarily Undergraduate section is an improvement of one place over last year when UNBC tied for third. UNBC also placed second in its category in the rankings released in the fall of 2012 and the fall of 2008. "The Maclean's rankings are another indication of the exceptional learning environment at UNBC," says UNBC President Daniel Weeks. "The strong results in so many categories reflects the commitment to excellence UNBC's faculty, students, and staff demonstrate every day."

UNBC placed first among the 19 Primarily Undergraduate universities in library acquisitions, but also had top-three results in student awards, student/faculty ratio, and library expenses. UNBC also performed well in other key indicators ranging from faculty awards to total research budget.

UNBC is one of the smallest universities in terms of student population included in the rankings. As it celebrates the 25th anniversary of its founding, UNBC continues to compare favourably in important areas with some of the country's larger and much older schools. For instance, UNBC full-time professors won 3.2 awards per 1,000 faculty members over the past five years, comparable with the scores of many universities in both the Comprehensive and Medical Doctoral categories.

Mount Allison University in Sackville, N.B., retained its top spot in the Primarily Undergraduate rankings.

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Questions about photography, video, social media, research and experts, or reporting on an event on campus?

Contact:

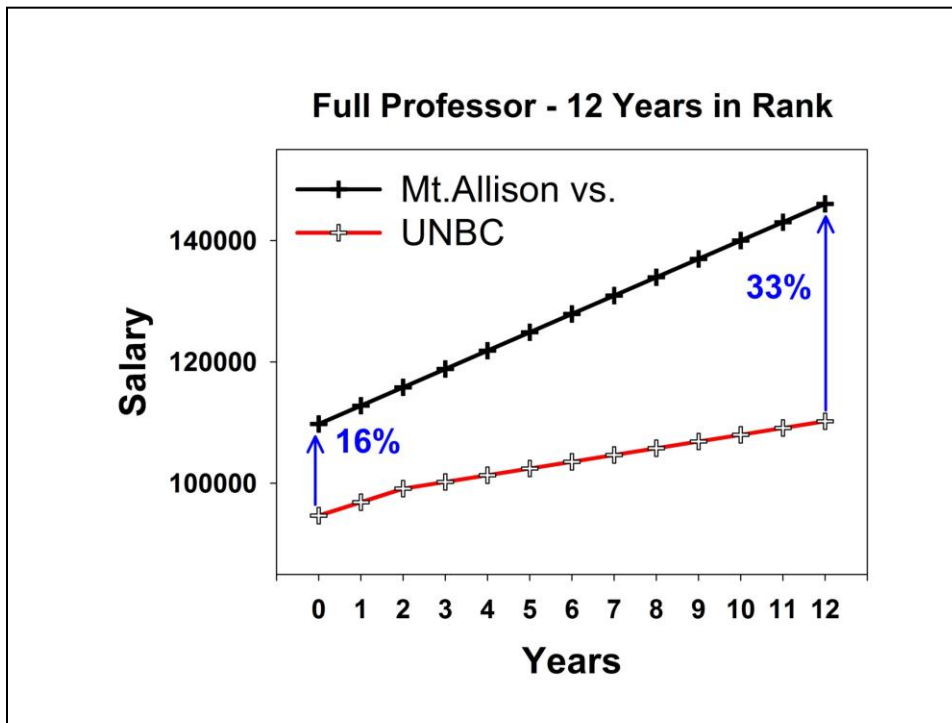
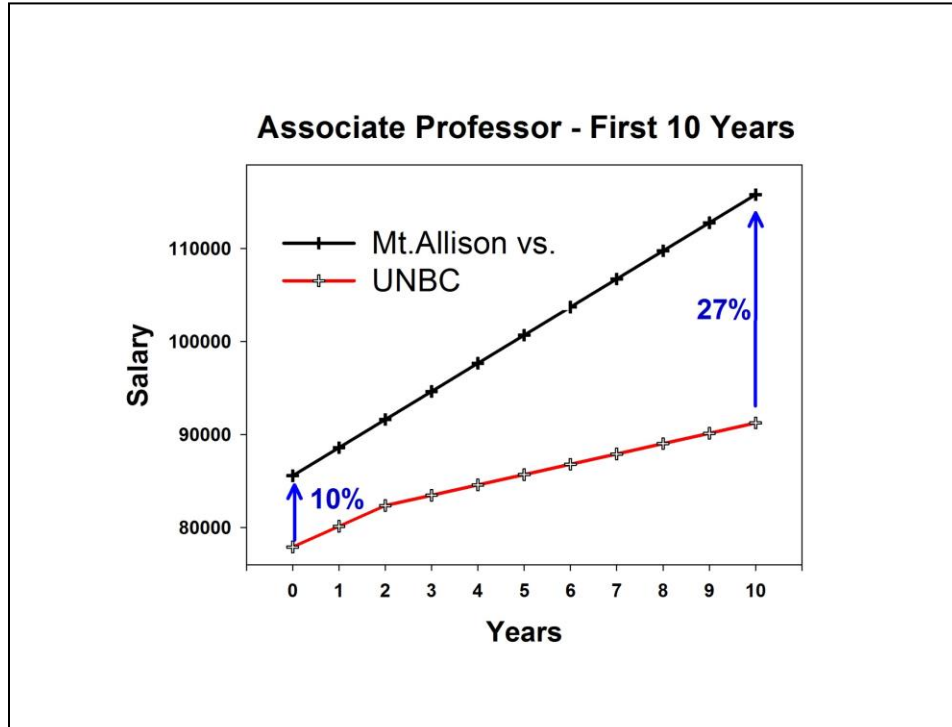
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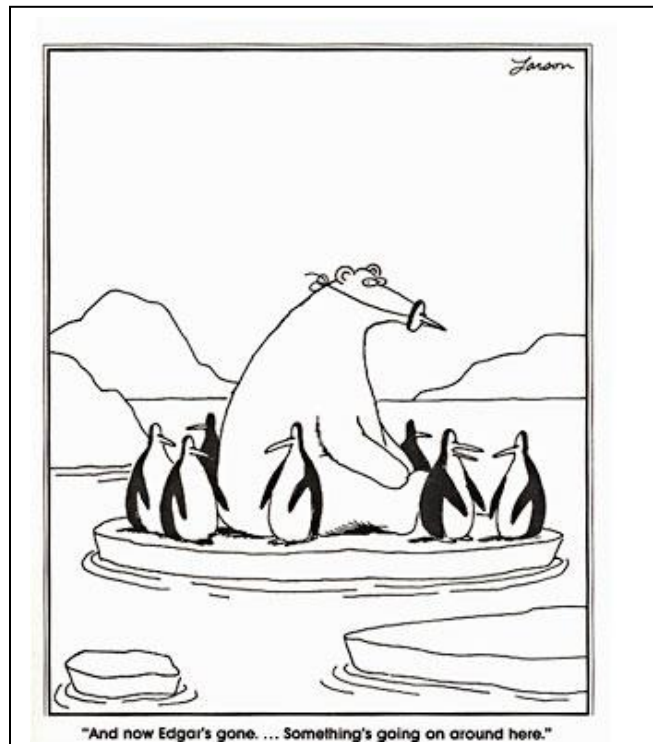
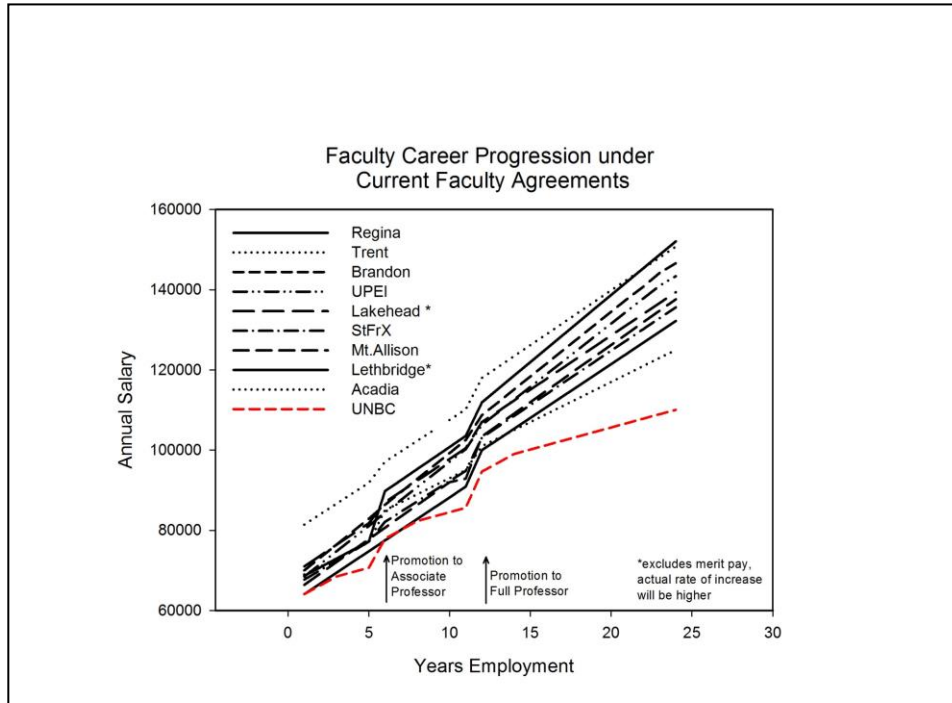
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Contact Information

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So far have not moved from original proposals:

- Sick pay at 60 days (sector-norm 120-180)
- Post-retirement benefits unchanged (average age 57 – many more retirements during this contract)
- Tuition waiver – ironically the worst of UNBC employee groups
- No increase in PDA (last increase in 2010 agreement)
- Removed listing of benefits from the contract (e.g., life insurance, ADD, LTD, etc)
 - Seeking ability to change benefits without consulting FA
 - Benefits are listed in every other faculty agreement in Canada

With all major non-monetary Articles bar one now agreed, the FA bargaining team is keen to proceed to negotiate a sector-norm compensation package which will enable us to quickly reach a full Agreement.

Paul Bowles
Acting Chief Negotiator