

# **Update no. 9: Survey results and collective bargaining**

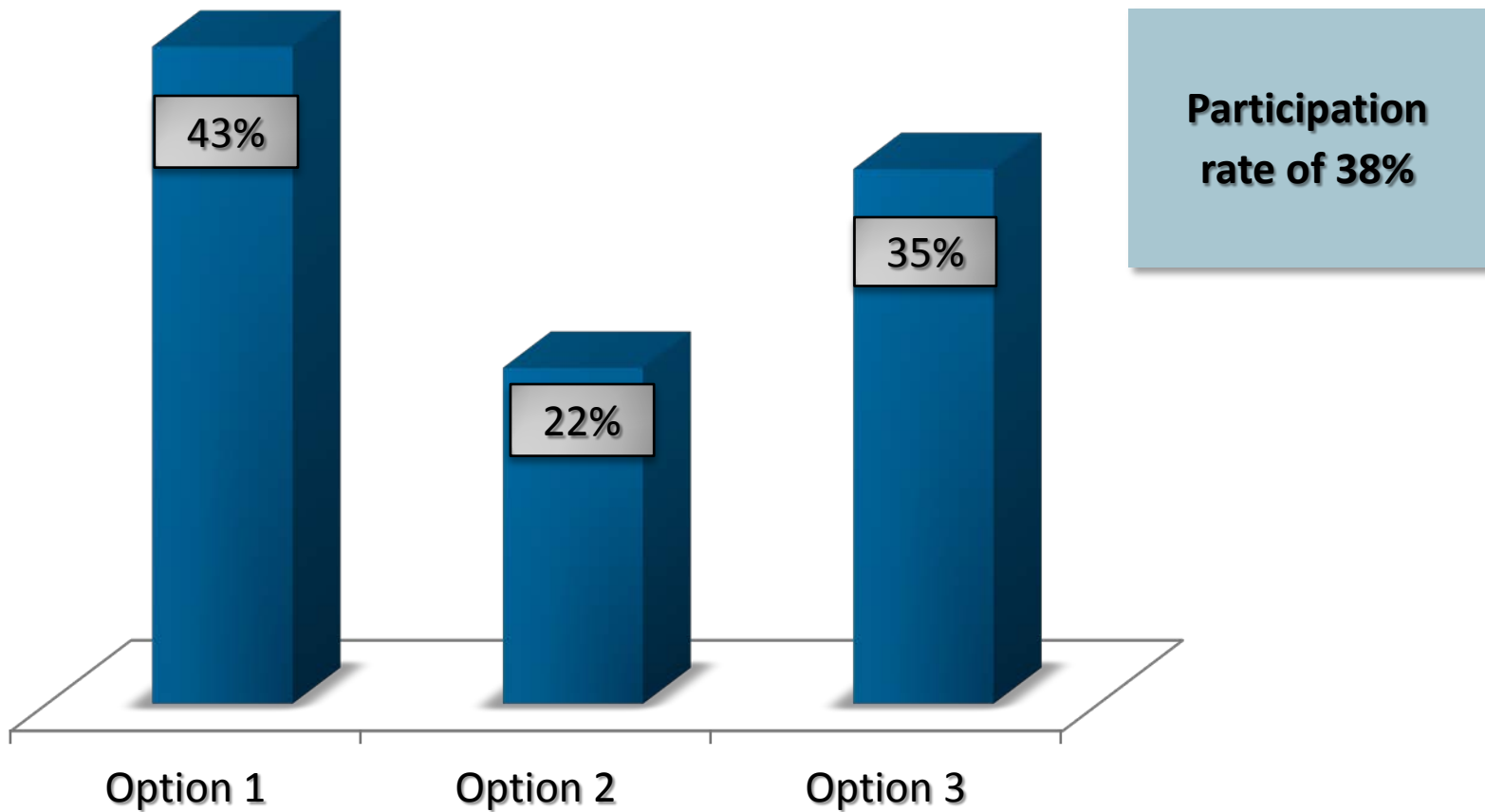
**APUO Executive Committee  
15 February 2012**

# Background

- In December 2011, APUO members rejected the employer's proposal to create Teaching Intensive Faculty (TIF) positions under the employer's terms.
- The APUO executive asked members to indicate (via a survey outlining 3 possible options) what position they preferred in order to guide the current negotiations (See [update #8 here](#) for the full wording of the question):
  - Option 1: Convert MOU positions to Regular Stream Faculty (RSF) positions.
  - Option 2: Renew MOU and limited-term TIF positions.
  - Option 3: Create permanent TIF positions.
- At the first meeting of the negotiating teams in January 2012, the employer withdrew its proposal to create permanent TIF positions.
- This update is a follow-up that:
  - Shares the results of the survey;
  - Explains the APUO interpretation of these results;
  - Outlines several recent developments linked to this issue;
  - Outlines the APUO response to these developments.

# Results of the APUO survey

Percentage of survey respondents  
preferring each option



# APUO interpretation of survey results

- The participation rate (38%) is strong and establishes the validity of the results.
- Results demonstrate that a strong majority of members (65%) do not want to create a *permanent* TIF (43% reject TIF altogether; 22% accept only if limited-term appointments).
- Results also demonstrate that a majority of members (57%) are willing to accept TIF positions under certain conditions (35% as permanent faculty; 22% as limited-term appointments).
- **In the context of negotiations, results suggest that the APUO:**
  - Should not agree to create a permanent TIF position in these negotiations.
  - Should search for a solution that accommodates our members' expressed openness to some form of continued TIF positions.
- **More broadly, results indicate that:**
  - This is a complex and divisive issue for our membership.
  - It shouldn't be resolved hastily or irrevocably at this point.
  - After the current round of collective bargaining, the APUO will possibly need to consult more widely to develop a robust policy position.

# Recent developments: an APUO initiative

- The APUO has sought to better understand and communicate its members' preferences on this issue in order to strongly represent their interests at the bargaining table.
- In addition to this, the APUO has also sought to protect the interests of the limited-term replacement professors (LTRPs) whose positions were created by the 2005-2006 Memoranda of Understanding and who might be impacted by these negotiations.
- To this end, when it became clear in December that bargaining would continue during the winter 2012 term, **the APUO Executive Committee invited the employer to offer a one year extension to any LTRP whose contract was due to expire in June 2012.**
- The aim of this initiative was to alleviate the uncertainty plaguing these members and their respective academic units, and thus prevent them from being unfairly and adversely affected by the ongoing collective bargaining.

# Recent developments: the employer's reaction

- The first time the two negotiating teams met this semester was 17-18 January 2012. At these meetings, **the employer withdrew its proposal to create permanent TIF positions.**
- The employer also stated that they were no longer interested in discussing any other proposals regarding the creation of full time TIF positions, thus taking the issue off the negotiating table entirely.
- On 19 January, the employer contacted the APUO in response to our original invitation about extending the existing LTRP contracts. **The employer proposed a three-year renewal (without the possibility of renewing further) for these positions, under the same conditions as in the past.**
- The 2005-2006 MOU created 41 LTRP positions – only the 30 LTRP presently under contract will have the three-year renewal (the 11 currently vacant positions will not be filled).
- The 30 LTRP positions represent slightly more than 2% of regular faculty members at our university.

# Recent developments: a new agreement

- The Executive Committee of the APUO unanimously adopted a resolution to accept this proposal at its meeting of 24 January 2012.
- A letter of agreement was signed by both parties on 14 February 2012.
- **The APUO believes this is a positive solution to the issue at this time, for the following reasons:**
  - It is a resolution that clearly embodies the membership's strong rejection of the terms of the original TIF proposal by the employer.
  - It mirrors the results of our latest member survey by (a) avoiding creating a new, permanent TIF position while (b) also preserving the existing LTRP positions in a way that reflects an openness to these positions under certain conditions.
  - It alleviates uncertainty for affected APUO members and their respective units.

# Next steps

- In the next few weeks, the negotiating teams will begin discussions on monetary issues.
- The next update will offer information on our current situation (salary and total compensation).
- Please feel free, as always, to contact the APUO if you have questions and comments.