

Joint Working Group reports

Summary of recommendations

Presented to Collective Bargaining Council
June 15, 2022

Joint Working Groups

- Reports are now (with one exception) available (AUNBT website accessible under the [FT Collective Bargaining tab](#))
- How do these Joint Working Groups and the JWG Reports fit into bargaining?
 - New (experimental) process to deal with issues that were not dealt with during the period of roll-over
 - Does not replace bargaining
 - An opportunity prior to formal bargaining to undertake research together on topics of mutual interest, and (in some cases) problem-solve as a way of creating a positive context for bargaining and a shared understand
 - Short timelines limited the scope; huge amount of work by volunteers

Joint Working Groups, continued

- Reports present discussions and make recommendations
 - Recommendations are **non-binding**
 - Some recommendations may be implementable as joint agreements in CA language
 - Some are intended to be implemented outside of collective bargaining
 - Joint agreements will be formulated only if both parties fully in support
 - Such joint agreements may allow us to collectively make advances without having competing proposals
 - The joint working groups were not bargaining tables, and members were free to explore topics as individuals.
 - Any joint agreements will evolve as we meet with admin

Joint Working Groups

1. Workload
2. Equity in Compensation
3. Equity and Reconciliation in Appointment and Assessment
4. Online Teaching
5. Health and Wellness

AUNBT BARGAINING THEMES
Achieving Sustainable Workloads
Comparability & Complement
Equity & Fairness
Transparent, Accountable &
Collegial Governance
Work-life Balance, Health &
Wellness

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6. Appointment Categories (no report)

ADMIN CONCERNS

1. Workload JWG Recommendations

- Establish a joint committee to
 - Review workload models
 - Consider impact of lab instruction, experiential learning on workload
 - Consider how to foster research components of workload, as well as research for new scholars
- Examine how to minimize impact of paperwork as a kind of "grey" work
- Establish/renew a JC to examine leave replacements
- Consider language to reduce service load of members of equity-seeking groups
- Establish *normal working day*
- Continue discussion of summer teaching

AUNBT

Melissa White
Adam Wilson
Sue Blair

UNB

Lorna Butler
Van Lantz
David Magee

2. Equity in Compensation Recommendations

- Establish a joint committee to
 - Document the causes of gaps in pay based on gender
 - Propose solutions

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Connie Stewart
Dorothy Duplessis
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UNB

Kelly Scott-Story
Joanne Wright
Moira Goodfellow

3. Equity/Reconciliation JWG Recommendations

- Update the CA to use gender neutral wording instead of gender binary.
- Integrate an Unconscious Bias Training for assessment committee members.
- Recognize and value Indigenous/other non-Western scholarship in assessment
- Consider impact of increased service by members of equity-deserving groups on workload.
- Mechanisms and support for equity hiring
- Implement Article 51A (Employment Equity) as intended
- Remove discriminatory barriers based on age during hiring at the Assistant level.
- Assign accommodation costs to University, not units.
- Establish mentorship program for new faculty

AUNBT

Katy Haralampides
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Heidi MacDonald
Gary Saunders
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4. Online Education JWG Recommendations

- Principles for online education
 - Technological mediated instruction should be developed within academic units using collegial processes
 - Growth in online instruction will not reduce full-time complement
 - Online teaching will be supported with resources
 - Those teaching online retain academic freedom
 - Development of online courses should be considered in the assessment process
- Guidelines for assessing of teaching competence
- Asserting that online courses are developed and assigned to members through collegial processes
- Asserting that provisions for Intellectual Property Rights apply in the context of online courses.
- Recommendations for future discussion

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Sharon Wahl

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5. Health & Wellness JWG Recommendations

- Establish a joint Health and Wellness Committee to
 - coordinate health and wellness initiatives and programs at UNB
 - make information clearly and easily accessible ('one-stop-shop' website)
- Create a joint task force to
 - ascertain the gap in primary health care coverage being experienced by faculty
 - explore options for addressing those gaps

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Mary Lou Batty
Othman Nasir
Michael Keliher

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Kathy Wilson
Anne MacLean
Wayne Albert

6. Appointments JWG

- Discussed three broad areas:
 - UNBs desire to appoint to programs (as well as academic units)
 - UNBs desire to create a new employment category for laboratory instructors which would open employment to those who do not hold a graduate degree
 - The need for clear, transparent and fair policies around spousal hiring
- Verbal agreement that:
 - Spousal hiring should only occur pursuant to a policy that is equally applied to all employees (i.e., AUNBT members as well as administrators)
 - The parties should establish a joint committee to examine CA language in the comparison group and beyond relating to spousal hiring, and to explore mechanism for spousal hiring at UNB.

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