

# KUCFA

## Newsletter

Nov 12, 2021

Vol. 1, Issue 3

## It's Bargaining Time Again!

### *News About Our Collective Bargaining*

Our [collective agreement](#) expires on April 30, 2022 which means your KUCFA Executive and the Collective Bargaining Committee have been busy with preparations. During the Fall Reading Week, KUCFA Executives participated in the OCUFA Countdown to Strong training program to help us learn the tools to support our bargaining committee and to engage you, the membership, in this important endeavour. We ALL need to be behind our bargaining team so that they can secure the workplace improvements that we need to fulfill the important educational mandate of King's University College and for our own professional needs.

The Collective Bargaining Committee has offered a number of listening sessions by Zoom and we hope that you have had a chance to participate. The Committee has also set up a survey ([KUCFA Collective Bargaining Survey 2021](#)). The deadline to submit your anonymous responses to the survey is **November 19, 2021**. The survey asks a series of questions related to various issues, from salary and benefits to workload issues, to your concerns about broader issues such as pay equity, job security, collegial governance, and transparency. Where applicable, please rank the items according to their importance to you in our negotiations. There is ample opportunity throughout the survey to provide further comments and suggestions, and to express any concerns you may have that are not readily captured by the survey questions.

The Collective Bargaining Committee will present their findings at a general KUCFA meeting to be held on **December 15, 2:30-4pm**. Everyone is strongly urged to attend to vote on the bargaining mandate.

Please contact us at [info@kucfa.ca](mailto:info@kucfa.ca)\* if you have any questions about KUCFA. Check out our [website](#) too! Find us on OWL at KUCFA Information Site. Tweet us @KUCFA. \*note that this address is unmonitored until we have a new KUCFA assistant

## To Lanyard or Not to Lanyard?

According to the [Western Gazette on Nov. 5](#), Western University announced a new "[community identification system](#)". All students, faculty, and staff are asked to wear an identification lanyard with their WesternONE cards when they are on campus as part of a "safety" initiative. By Jan. 22, a visitor registration system will be implemented.

How will this affect faculty, students, and staff of the affiliates? President Malloy has confirmed to KUCFA that none of the affiliates are planning to participate in the lanyard "initiative". That's great, but what happens to the King's staff, students, and faculty who work and study at Main campus? Imagine a situation where a female student is stalked due to her ID being so visible? Or a BIPOC KUC student carded/racially profiled on Western's campus? These are not unlikely scenarios. We know members of the KUC community have been racially profiled at Main campus.

We will continue to support UWOFU in their efforts to address the issue of campus safety on their campus, as we work with our members on the JHSC to address campus safety concerns on King's campus.

# Bilateral Salary Anomaly Committee Update

By Marcie Penner, Adian McFarlane, and Jordan Fairbairn

KUCFA members on the salary anomaly committee are pleased to report that we have received all the components of the salary anomaly study conducted by the external consultant, Vivic Research (<https://vivicresearch.ca>). Wage gaps at King's have two key potential sources: years of experience awarded by the Dean at time of hiring and promotion rates. Both potential sources were investigated. We are currently reviewing the Vivic reports and, given the expertise of the KUCFA committee members, conducting additional relevant analyses to develop a more fulsome picture of current wage gaps and the effectiveness of different possible solutions. The full committee is tasked with determining the distribution of the negotiated salary anomaly funds (up to \$125,000 by April 30, 2022, and an additional \$25,000 by April 2023) and submitting a report to KUCFA and to the Principal by March 1, 2022.

Stay tuned! Vivic will be presenting their findings to KUCFA members in the new year.

## New Member Updates!

*Our newest colleagues are a busy group! Here is what a couple of them have been up to recently:*

**Amanjot Singh (MEM):** Got approval for King's Research Grant – October 2021 - for his project on data breaches.

Invited talks to present research work: a) Financial Management Association's Annual Conference October 2021; b) India Finance Conference December 2021; c) New Zealand Finance Meeting December 2021.

Appointed Associate Editor for the journal 'Vision-The Journal of Business Perspective' published by SAGE publications, w.e.f. November 2021.

**Marie Pascal (EFW):** thanks to King's as I just got the good news that I received one of the Internal Research Grants. I'll use this generous grant to get a logo and website created for a journal on cinema adaptation, an enterprise I kept on postponing for lack of means. So it's great to know that this idea will finally become concrete and if any colleague is interested in contributing, just shoot an email.

## **JHSC Update**

Since the last KUCFA newsletter, the Joint Health and Safety Committee released results from the air change measurement tests that were completed by an external consultant. These results were shared at College Council and are documented on the King's Covid-19 website here. These results indicate that the HVAC systems in all but one room (W045) at King's are running optimally and meet or exceed industry recommendations related to ventilation during the pandemic.

Many of you have reached out to KUCFA with safety concerns associated with the removal of phones from our offices and classrooms, and your dissatisfaction with the lack of a robust campus safety plan for both faculty and students. These are challenging issues and have been added to the Joint Health and Safety Committee's meeting agenda for November. We will keep you posted of any new developments in this regard.

## **KUC Board Update from Faculty Reps**

We are pleased to bring you a brief update around some of the matters that the Board has discussed since the beginning of the academic year:

- The success of the vaccine mandate rollout and King's continuing effort to maintain a safe campus in response to COVID-19
- The [campus development plan](#); we encourage faculty to read through the plan and advance any suggestions or comments at College Council
- The Board's Catholic Mission Task Force continues its research in preparation for a report in 2022
- The College's budgetary standing will be brought forward by the CFO in the regular budget update at College Council
- Ongoing review of KUC policies

All Board [meeting dates](#) are publicly posted. For those who wish to keep informed about the Board's activities, we encourage you to consult the Board's [agendas](#) and [meeting minutes](#), which are publicly posted on the King's website.

Andrea Lawlor and Cathy Chovaz

## **News from OCUFA: Take Action to Avoid a Strike at UOIT!**

The COVID-19 pandemic has exposed and intensified numerous challenges faced by faculty and students. As a result, many at Ontario Tech are facing burnout due to overwhelming workloads and an ongoing lack of support and resources from their administration.

The University of Ontario Institute of Technology Faculty Association (UOITFA) cares about the issues affecting faculty and students. The UOITFA is currently working hard to negotiate a fair collective agreement to make Ontario Tech a more respectful, equitable, and transparent place to work that supports the teaching and research vital to the university and students.

Unfortunately, the university administration has refused to meaningfully address these issues at the bargaining table and faculty have been left with no choice but to vote in favour of going on strike to show their determination to improve working and learning conditions

To avoid a strike, we must put pressure on the Ontario Tech administration and remind them that faculty members and the students should be their first priority.

[Click here to send an email to the Ontario Tech administration that asks them to negotiate a fair deal that prioritizes high-quality education and helps avoid a strike at Ontario Tech.](#)

## **CAUT NEWS: UMFA on Strike!**

The University of Manitoba Faculty Association is on strike after negotiations with the employer reached an impasse.

"The Government of Manitoba needs to abandon its interference in bargaining and the University needs to invest in the future of our faculty and our university," said Orvie Dingwall, President of UMFA. "Our

members are united with students in demanding fair wages and free bargaining – our working conditions are their learning conditions.” A record-setting 85 percent of UMFA’s members voted in favour of strike action. Wages of UMFA members rank second-last of Canada’s largest 15 research universities.

In support of our striking colleagues, KUCFA has sent a \$500 donation to their strike fund. It was gratefully received by Erik Thompson, VP UMFA.

## King’s is Hiring!

Do you know someone who has the qualifications to serve as a Faculty Relations Advisor? If so, King’s is looking to fill this role ASAP. Presumably this person will be involved in bargaining on the employer side. Is this good news? Well, it is news to us. More information about the job description is [here](#). Don’t tell them we sent you 😊

## KUCFA is Hiring! (not for pay, but for glory)

Interested in building relationships with your colleagues across the campus and with your fellow KUCFA members? KUCFA is looking to add a **Communications and Liaison Director** to its Executive. Pending member approval at our upcoming general meeting, this position would involve improving KUCFA member communications and internal (CUPE, PAOA, staff, KUCSC) and external (MPPs, unions, media) relationship building. You could also be responsible for turning this newsletter into something stellar! **If interested, please contact Stephanie Bangarth.**

## Save the Date(s)

We have two very important KUCFA meetings coming up. It is crucial to attend both as we will be asking our members for their input on the future of our KUCFA executive and about our bargaining priorities.

1. Dec. 1: 2:30-4pm
2. Dec. 15: 2:30-4pm (bargaining)

## Reflections to share?

Let us know:  
[info@kucfa.ca](mailto:info@kucfa.ca)

Interested in the full implications of the gender wage and pension gap at post-secondary institutions in Canada? According to KUCFA colleagues Tracy Smith-Carrier and Marcie Penner, a starting wage gap of less than \$9,000 resulted in a \$300,000–\$400,000 gender wage gap over the course of a career, and a further \$148,000–\$259,000 gender pension gap, for a total gender pension and wage gap of \$454,000–\$660,000, depending on the rank achieved. Thus, focusing on gender gaps in salary alone leads to a substantial underestimation of the long-term effects of the gender gap. **You can read the full article [here](#).**

### KUCFA Executive (2021-2022)

**Chair:** Stephanie Bangarth (History)

**Vice Chair:** Chris Roney (Psychology)

**Grievance Chair:** Jacquetta Newman (Political Science)

**OCUFA Director:** Derek Silva (Sociology)

**Equity Officer:** Akin Taiwo (Social Work) to Dec. 2021

**Treasurer:** Adian McFarlane (MEM) **Past Chair:** Ben Muller (Political Science)

**Office Manager:** vacant