

## KUCFA BARGAINING BULLETIN #3

July 16, 2024

- The KUCFA and King's bargaining teams met 12 times between April 10 and June 19. Since our last update, we have continued to make progress on non-monetary items. Recently, negotiations have turned to the fiscal matters. After taking a break during the first half of July, we will be back at the table next week.
- KUCFA's key outstanding goals are to:
  - *Achieve fair pay*: Achieving salaries on par with similar universities is essential for recruiting and retaining talented faculty, yet King's is behind our comparator group in average annual salary by substantial amounts (Assistant Professors: \$10,928; Associate Professors: \$16,418; Full Professors: \$20,466). KUCFA is seeking a fair pay raise for everyone.
  - *Keep pace with inflation*: Other monetary items, like benefits, research and professional development funds, ought to at least keep pace with inflation.
  - *Address workload strain*: Faculty at King's have a heavier teaching load than colleagues in most comparable universities. We report working longer hours than the average for Canadian university faculty and well over the legal maximum allowed in the Employment Standards Act. In response to this, KUCFA is seeking reasonable and fair solutions to reduce excessive workload demands.
  - *Improve LTA provisions*: KUCFA is bargaining for a pathway to transition Limited-Term Appointments to permanent, tenure-track positions when the program need is there. This will support academic programs in meeting students' needs, and will also address equity institutionally by reducing reliance on precarious positions with a particularly heavy workload.
  - *Add leave options*: Consistent with the KUCFA mandate and King's social justice values, we are asking King's to provide short-term leaves for members who are facing domestic violence and the pending death of a close family member.
  - *Protect our mandate*: We are continuing to dialogue with King's on their proposals as well. While working hard to reach an agreement, KUCFA remains committed to our core priorities of academic excellence, equitable employment, and sustainable employment.
- On June 5, the KUCFA membership voted unanimously to support forward movement in bargaining with an application to the Labour Board for conciliation (mediation). The first conciliation meeting will be held on July 22<sup>nd</sup>. This is a full day of negotiation with the assistance of a conciliator.
- ***We will update you on the status of bargaining after July 22<sup>nd</sup>; please stay tuned!***