

# TUFA BARGAINING

Trent University Faculty Association April 8, 2016

Bulletin Number 4



## *Introducing the Negotiation Team*

Acting on the recommendation of the Chief Negotiator, the Executive Committee is pleased to introduce to the membership the Negotiation Team for the upcoming round of bargaining:

Susan Wurtele (Geography) - Chief Negotiator

Dirk Wallschlaeger (Chemistry)

Michael Epp (English)

## *Bargaining Consultations*

### *Membership Survey*

The work of a faculty association should reflect the values of our members. As we move towards another round of bargaining, the Executive Committee has heard repeatedly from our members the importance of promoting an equitable, diverse, and inclusive workplace. Our aim is for a workplace in which each member has fair opportunities for success on the basis of their work and contributions to Trent

and the profession—a workplace in which only those factors that should matter do matter in decisions related to hiring, compensation, and progression through the ranks. To accomplish the goal of an inclusive and equitable workplace we need to have solid data to inform the development of any potential bargaining mandate on this issue.

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## *Next Steps*

The TUFA Executive wishes to thank all the members who have participated in the nine consultations that have already occurred. We are now in the process of working through the feedback provided by the members. During that process the Chief Negotiator/ Negotiation Team may feel the need to seek further clarification from the membership on specific issues/topics via flash surveys.

At the last general membership meeting on March 16th, 2016, the membership discussed the importance of this issue and passed a motion authorizing the Executive to conduct an equity census of our membership for the purpose of advancing our equity work here at Trent University.

All members will be receiving a survey asking them to provide information that will allow us

to assess the extent to which the principle of equity is reflected in faculty wages and other aspects of our careers at Trent. For our analysis to yield informative results, it is important that all members complete this survey—it should take less than five minutes to complete. The survey will be released early next week.

Please feel free to contact any of the Executive Committee as we enter the negotiation consultation process

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|----------------------------------------------------------|----------|
| <a href="#">Geoff Navara</a> , President,                | ext 7539 |
| <a href="#">Dirk Wallschlaeger</a> , Vice President,     | ext 7378 |
| <a href="#">Marco Pollanen</a> , Treasurer,              | ext 7543 |
| <a href="#">David Newhouse</a> , Grievance Officer,      | ext 7497 |
| <a href="#">James Watson</a> , Secretary,                | ext 7330 |
| <a href="#">Susan Wurtele</a> , Chief Negotiator,        | ext 7454 |
| <a href="#">Momin Rahman</a> , Member at Large (Equity), | ext 7812 |
| <a href="#">Jocelyn Williams</a> , Past-President,       | ext 7441 |
| <a href="#">Ingrid Brenner</a> , (Professional Schools)  | ext 7253 |
| <a href="#">Helen Haines</a> , (Durham Representative),  | ext 5045 |
| <a href="#">R. James Cook</a> , (LTA Representative),    | ext 7679 |
| <a href="#">Byron Stoyles</a> , Member at Large          | ext 7096 |