



# UOITFA *Express*

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## Bargaining: How we do it.

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Some of the most common questions we are asked as we walk down the halls of UOIT is “Where are we in bargaining?” and “Do other universities have to go through this?” There is a lot of confusion out there about this process.

In answer to the second question, yes, all but two universities in Ontario are unionized so they all have to go through this process on a regular basis. The only other universities not unionized are U of T (which for all intents and purposes acts like a union), and McMaster (which purportedly has a unique relationship with its administration).

A chief consideration that make this an unusual bargaining session is that we are negotiating our first contract EVER. All universities who are unionized have gone through this initial process. Unlike other institutions, who bargain on an already established contract, we are bargaining for all articles, not just a select few. Where other institutions may bargain for 4-6 articles in a session, we have 28. All 28 articles have sections and subsections. During this time, all policies are frozen until this is resolved.

We are currently closing in on the final stages of the 23 policy articles that do not deal with financial compensation. These include items such as how faculty are disciplined, setting policy on third year review and tenure processes, defining some basic definitions of terms used in the contract, etc. We are also discussing issues surrounding member’s working conditions, and a few items on how to handle discrimination and harassment. We are still waiting for serious counters for our proposals regarding how people should be evaluated and promoted, and member’s vs. employer’s rights to intellectual property that member’s generate while being employed here (such as your lectures, anything you design, invent, or build, etc.). It is all up for negotiation.

Next on the bargaining table will be monetary items. These include items such as salary increases, benefits, and other forms of compensation. These are not on the table yet. It is standard bargaining practice to leave these until the non-monetary items are handled. What we can gather,

*Continued, p. 3 “Bargaining...”*

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## <http://uoitfa.ca/> is live!

Well folks, it is finally here. The UOITFA website is finally up and running. In addition to all the other activities we have been up to, getting you access to us has been a top priority. To this end we have launched the website. In it, you will find older and newer newsletters, bargaining updates, contact information, and a host of other resources. We are hoping to have this

website grow. Special thanks to CAUT who are providing the server for us to keep this site active. We really appreciate their support.

As always, we are looking for your feedback on the design of the website and its content. Feel free to drop us a line and tell us what you would find helpful there. \*\*

### *Inside this issue:*

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& Prescription Drug  
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## ExpressOH! Interesting Finds this Season: Gender Bingo! And Drug Subsidy Programs

by Dr. Hannah Scott, Faculty of Criminology, Justice, and Policy Studies

*Recently, while perusing the various publications that come across my desk, I have found some interesting things. First, I found a fun way to let your voice be heard if you are a woman in academia: Gender BINGO! The information below is taken from an article that was printed in the Chronicle of Higher Education and written by Robin Wilson. It describes an interesting way to tap into gender bias experienced by women in the workplace. For more information about this article, please go to <http://chronicle.com/article/New-Game-Plays-on-Womens/48966/>.*

*Second, I found four websites that may help you deal with some of your medical costs which are not covered by your benefits plan here at UOIT.*

### **New Game Plays on Women's Experiences of Gender Bias in Academia.**

As a female professor, are you called rude and abrasive while your male colleagues who make similar statements are simply labeled assertive? Has your department head discouraged you from taking an assignment, saying that because you have children you might not be able to handle it?

If things like that have happened to you, yell: "Bingo!"

The Center for WorkLife Law at the University of California's Hastings College of the Law is unveiling a new online game on Thursday called [Gender Bias Bingo](#). The game is intended for women, although men who have overheard biased statements or have faced bias because they are fathers can also play. An online bingo card names six overall categories of gender bias, like assumptions that women cannot be both good mothers and good

workers. Professors who submit examples online of at least three of the types of gender bias in the workplace can declare bingo and win a T-shirt.

"We're attempting to teach people how to recognize gender bias when it happens to them," says Joan C. Williams, a professor of law and director of the center. "We also want to get a buzz going so other people—department chairs—will secretly visit the site to learn what's going on."

Ms. Williams, who has written widely about how motherhood can stymie women's academic careers, designed the game with part of a \$300,000 grant from the National Science Foundation. She plans to unveil it at a meeting of female professors who have received NSF grants that were awarded to help change university policies and culture so that institutions hire and hang onto more female scientists and engineers.

Ms. Williams had read nearly 200 scientific studies of gender bias in academic journals and wanted a way to make the findings accessible to female professors. So she came up with four general patterns of bias, solicited examples of them from focus groups of female professors, and made it all available on a Web site, along with the bingo game.

The Web site comes with "strategies for surviving gender bias" and includes videotaped scenarios illustrating the four patterns of bias. It also offers university administrators an economic argument for stopping gender bias, which can lead women to leave universities. "It does not make economic sense, particularly in these economic conditions, to keep recruiting women and then keep driving them out," says Ms. Williams, who points out that a start-up package for a research scientist can cost as much

as \$1-million. "There had never been built, as far as I could tell, a clear explanation of why it's cheaper to keep her."

### **4 on Drug Subsidy Programs:**

*As many of you already know, our drug benefits here at UOIT may not meet your needs. Many who may have to get medicine regularly may not find your drugs covered, or only partially covered. Your Health Spending Account (HSA) may not be able to pick up all of the slack. This may be especially true if you become seriously ill. One of the many things that came across my desk were these four funding opportunities.*

*Keep in mind they are geared to income so many of these may not work for you. Ultimately, it depends on a number of issues, including, but not limited to: 1) what our benefits cover, 2) what your personal income is, 3) whether you are the sole source of income for your household, and 4) the number of dependants you have.*

### **Ontario Drug Benefit Program:**

The Ontario Drug Benefit (ODB) Program is one of the most generous drug benefit programs in Canada, providing coverage for over 3,200 drug products. With funding provided by the Ministry of Health and Long-Term Care and the Ministry of Community and Social Services, the ODB Program covers most of the cost of prescription drug products listed in the Formulary.

As well, drugs that are not listed in the Formulary are considered for coverage, on a case-by-case basis, through the ministry's Exceptional Access Program. The Individual Clinical Review process is being phased out and a streamlined Exceptional Access program has

*Continued.... p. 4 "Subsidies"*

## UOITFA President's Letter

By Dr. Raymond Cox, Faculty of B & IT

Season's Greeting's everyone. First I would like to take this opportunity to wish all of you a wonderful holiday season. We know that you are all very busy, and we also know that taking time out with family and friends is important. We wish you all the best.

There have only been a few changes since my last letter. First, we have had a bit of a shift on the bargaining team. Ron Hinch is taking over for Bill Goodman for this next leg of the bargaining session. In essence, the two are switching seats, as this is a long process. We would like to thank Bill Goodman for all of his hard work as Chief Negotiator. He has done a wonderful job. We welcome Ron, and have already had a number of discussions with him at the helm.

We continue to bargain with the employer, meeting almost every week. There seems to be progress, as we are eager to get on with the rest of the bargaining process. We encourage you to give us your feedback. We have also started a new webpage and also plan to offer bargaining updates, separate from the newsletter that should appear more frequently as we move through this process. We understand how important it is

## Your 2009-2010 Faculty representatives

### **Business & Information Technology**

Bill Goodman

Ext: 2433 Office: UB3004

### **Criminology, Justice & Policy Studies**

Ronald Hinch

Ext: 3810 Office: UA2043

### **Education**

Janette Hughes

Ext: 2875 Office: SS-UED-524

### **Energy Systems & Nuclear Science**

Anthony Waker

Ext: 3441 Office: UA3032

### **Engineering & Applied Science**

Marnie Hamm

Ext: 3703 Office: U523

### **Health Science**

Robert Weaver

Ext: 3060 Office: UA3060

### **Science**

Franco Gaspari

Ext: 2980, Office: UA4013

## Bargaining....Continued

from others we have asked is that the first contract always takes a long time. It is the base from which we work from, and for that reason, it is really important that that base work be firm and grounded. The bargaining team is doing their very best to make this happen.

Another way that UOIT is unique is the number of untenured faculty we have. With the exception of CJ&PS, most faculties still have relatively young members at the beginning of their careers. This adds new features to our institution that others do not have. First, many senior faculty are often overwhelmed with committee work as they are in high demand for many committees to act as chair, or which require tenure to participate. Second, a significantly large portion of our faculty are doing what they can to achieve tenure. Traditionally, at many other universities, this would mean that untenured faculty would be saved from a lot of committee work until they were more senior. This needed committee work is then taken up by more senior faculty. Many junior faculty have not

had this experience.

Senior faculty are also usually the people who contribute significantly to the FA. This is because the experience needed for much of the negotiation process is essential. However all this puts more strain on the demands of the senior faculty. We are lucky to have a committed group of people to make all this happen.

We all agree that it is important that our membership know what we are doing, so that they can have their say in the process. Many of you have been doing this, by being active and taking initiative. Look for quick bargaining updates as we move through this process. Feel free to contact us with your questions and concerns. Talk to your Faculty rep about your concerns.

Remember, we are always looking for your experiences to grasp what kinds of difficulties and challenges need to be addressed at the table. We may have some experience, but collectively we have more. \*\*

## UOITFA Members get 10% off Campus Bookstore Purchases!

For those of you who are new to the FA, the UOITFA has renewed our discount agreement with the campus bookstore giving FA members. The Campus Bookstore will give a 10% discount to UOITFA members on purchases such as logoed items, clothing, mugs, gifts, computer peripherals, cards, stationery items, pens, etc.



Textbooks, software, and confectionary items are not included. Presentation of the UOITFA membership card and UOIT ID card are required for the discount.

Discounts are also available through our membership with OCUFA for a number of services including travel, etc. Check out their website for more information. <http://www.ocufa.ca>. Happy Shopping \*\*

## NEW Feature: FA-Q&A

By Hannah Scott, VP, UOIFA

We, at the editorial desk, were wondering whether or not we were answering the questions that you have. So we have decided to launch a new column: FA-Q&A: Faculty Association– Questions and Answers.

One of my professional associations has a column called “Ask a tenured professor.” It is a great column, where students and untenured faculty pose questions and get advice about a number of issues. The questions are sent to the editor, and she then crafts the question in anonymous format. She then asks people if they have answers to these questions. Answers can be written by a specific professor, or summarized by the editor if the topic is particularly sensitive. Although we do not have the resources to follow this model directly, the concept is a good one. I often get a lot of questions about how things work here at the university, how to prepare for tenure, and so on. Having the answer written down somewhere, is often a help.

For example: ***Can I schedule my classes around my religious observances?*** **Answer:** Yes. Although the scheduling software is clumsy, there is a way to place restrictions into the system for individual faculty members. For example, if you know you will have to observe a number of holidays on a Monday in a particular semester, it is possible to have this registered with whoever crafts your scheduling for your faculty. This is not to say that you will get everything you ask for, but if the request is simple, such as “I cannot teach Mondays this semester because of I have 4 holidays I must observe this semester and this may affect student satisfaction with the material,” then the scheduling software can accommodate this. Remember, the right to practice and observe your religious holidays is right.

Is there something you have observed in your work experience that you are curious about? We are here to help. All correspondence will be confidential. Send your questions to me ([vpuoitfa@gmail.com](mailto:vpuoitfa@gmail.com)) and I will try to find an answer for you. The question will be posted in anonymous form, in a generalized format to not identify the questioner. I encourage you to submit your questions, as I know we all have them. Here, I take a page from my teaching manuals: There are no silly questions. If you have a question, you know someone else is probably having a similar experience. \*\*

## Subsidies, Continued....

Based on this review, the requests are either approved or rejected. [http://www.health.gov.on.ca/en/public/programs/drugs/funded\\_drug/fund\\_odbp.aspx](http://www.health.gov.on.ca/en/public/programs/drugs/funded_drug/fund_odbp.aspx)

**Trillium Drug Program.** The Trillium Drug Program (TDP) is intended for Ontario residents who have high prescription drug costs in relation to their net household income. In the same manner as the Ontario Drug Benefit Program, the TDP provides coverage for prescription drug products listed on the Formulary.

Drug products not listed on the Formulary are also considered for coverage for TDP recipients through the ministry's Exceptional Access program. [http://www.health.gov.on.ca/en/public/programs/drugs/funded\\_drug/fund\\_trillium.aspx](http://www.health.gov.on.ca/en/public/programs/drugs/funded_drug/fund_trillium.aspx)

**Special Drug Programs:** Through the Special Drugs Program, the Ministry of Health and Long-Term Care covers the full cost of certain outpatient drugs used in the treatment of specific conditions. The program covers: [http://www.health.gov.on.ca/en/public/programs/drugs/funded\\_drug/fund\\_special.aspx](http://www.health.gov.on.ca/en/public/programs/drugs/funded_drug/fund_special.aspx)

**New Drug Funding Program for Cancer Care:** The New Drug Funding Program (NDFP), which is administered by Cancer Care Ontario on behalf of the Ministry of Health and Long-Term Care, provides about 75% of the overall funding for intravenous cancer drugs. NDFP funding is for new and approved intravenous cancer drugs administered in hospitals. The other 25% is for older drugs approved before the NDFP was created and is covered by the hospitals' budgets.

Ontario Public Drug Programs decide what drugs are funded, relying on advice from an expert advisory committee. [http://www.health.gov.on.ca/en/public/programs/drugs/funded\\_drug/fund\\_new\\_drug.aspx](http://www.health.gov.on.ca/en/public/programs/drugs/funded_drug/fund_new_drug.aspx). \*\*

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## UOITFA welcomes Maurice DiGiuseppe to Executive.

The UOITFA would like to extend a warm welcome our newest member to the executive. Maurice has graciously agreed to step I as Secretary, replacing former secretary Tess Pierce.

Dr. DiGiuseppe is a recent hire to the Faculty of Education. His educational interests 1) history, philosophy, and sociology of science in science education, 2) development and use of print and electronic textbooks in science education, 3) professional development through Japanese Lesson Study, and 4) e-learning in science education and science teacher education.

Dr. DiGiuseppe is currently conducting a research project entitled, *Sustaining Online Professional Development: Lesson Study in Secondary Science Education*. This research focuses on a group of Grade 9 science teachers engaged in Japanese Lesson Study.

Maurice DiGiuseppe can be reached at [Maurice.Digiuseppe@gmail.com](mailto:Maurice.Digiuseppe@gmail.com). \*\*



Dr. Maurice DiGiuseppe,  
Faculty of Education.

**2009 – 2010 APPLICATION FOR NEW MEMBERSHIP - UOITFA**

I apply for membership in the University of Ontario Institute of Technology Faculty Association ("UOITFA"). In so doing, I authorize UOITFA to act as my exclusive bargaining agent in all matters relating to my employment relationship with the University of Ontario Institute of Technology.

**Surname:** \_\_\_\_\_ **First Name:** \_\_\_\_\_

**Home Address:** \_\_\_\_\_

**Home Phone:** \_\_\_\_\_

**Rank** (circle one): Professor; Associate; Assistant  
**Status** (circle one): Tenured Tenure-track

**Faculty:** \_\_\_\_\_ **Office No.:** \_\_\_\_\_ **Ext.:** \_\_\_\_\_

If you prefer emails sent to your UOIT account, check \_\_\_\_\_  
 If another, please provide \_\_\_\_\_

Membership fees are tax deductible and are based on rank. Since we are members of the Ontario Council of Faculty Associations (OCUFA), and the Canadian Association of University Teachers (CAUT), our dues to both are based on rank. UOITFA dues are \$140.00.

Rank	OCUFA	CAUT	UOITFA	TOTAL
Professor	166.49	195.60	140.00	502.09
Associate Professor	137.30	154.32	140.00	431.62
Assistant Professor	104.13	124.92	140.00	369.05

I will complete the **2009 – 2010 Payroll Deduction Authorization** to participate in payroll deduction.

I enclose 1 cheque for the total amount based on my rank (see below) and made payable to **UOITFA**.

**Professor:** \$ 502.09 **Associate:** \$ 431.62 **Assistant:** \$ 369.05

I enclose 6 cheques payable to **UOITFA** based on my rank, dated as below:

Rank	Oct 1/09	Nov. 1/09	Dec. 1/09	Jan 1/10	Feb 1/10	Mar 1/10	Total
Professor	83.68	83.68	83.68	83.68	83.68	83.69	502.09
Associate Prof	71.93	71.93	71.94	71.94	71.94	71.94	431.62
Assistant Prof	61.50	61.51	61.51	61.51	61.51	61.51	369.05

Please return this form and cheque(s) to **Shirley Van Nuland, Faculty of Education**.

A membership card and receipt for the tax deductible membership receipt will be sent on receipt of application and payment of dues. If you elect payment by Payroll Deduction, your receipt will be sent in February as part of your T4 form.

\_\_\_\_\_  
Signature \_\_\_\_\_ Date \_\_\_\_\_

On behalf of UOITFA, I hereby accept this Application for Membership

\_\_\_\_\_  
Signature of Witness (UOITFA member) \_\_\_\_\_ Date \_\_\_\_\_

**2009 – 2010 PAYROLL DEDUCTION AUTHORIZATION - UOITFA**

To be completed if you request payroll deduction

Please return this form to **Shirley Van Nuland, Faculty of Education** only if you request payroll deduction.

Surname: \_\_\_\_\_  
 First Name \_\_\_\_\_  
 Faculty: \_\_\_\_\_

Membership fees are tax deductible and are based on rank.  
 Professor: \$ 502.09/year;  
 Associate Professor: \$ 431.62/year;  
 Assistant Professor: \$ 369.05/year

Rank (Please circle):  
 Professor Associate Assistant

I authorize UOIT Human Resources to deduct the appropriate membership fees as noted above, based on my rank, over ten (10) pay periods from September 2009 to June 2010 inclusive. (Please check)

A receipt for the tax deductible fee will be included in the T4 Form provided by UOIT by the end of February.

My witnessed signature on this document authorizes the University of Ontario Institute of Technology (UOIT) to collect and remit to the University of Ontario Institute of Technology Faculty Association (UOITFA) the dues that I contribute based on my rank. I agree to indemnify and save University of Ontario Institute of Technology harmless against all claims or other forms of liability that may arise out of, or by reason of, deductions made or payments unless the claim or liability arises from a breach of legal or accounting principles by University of Ontario Institute of Technology.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Name of Witness

\_\_\_\_\_  
Signature of Witness

\_\_\_\_\_  
Date

**2009 – 2010 RENEWAL OF MEMBERSHIP - UOITFA**

I renew my membership in the University of Ontario Institute of Technology Faculty Association ("UOITFA"). In so doing, I authorize UOITFA to act as my exclusive bargaining agent in all matters relating to my employment relationship with the University of Ontario Institute of Technology.

**Surname:** \_\_\_\_\_ **First Name:** \_\_\_\_\_

**Home Address:** \_\_\_\_\_

**Home Phone:** \_\_\_\_\_

**Rank** (circle one): Professor; Associate; Assistant

**Status** (circle one): Tenured Tenure-track

**Faculty:** \_\_\_\_\_ **Office No.:** \_\_\_\_\_ **Ext.:** \_\_\_\_\_

If you prefer emails sent to your UOIT account, check \_\_\_\_\_  
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Professor	83.68	83.68	83.68	83.68	83.68	83.69	502.09
Associate Prof	71.93	71.93	71.94	71.94	71.94	71.94	431.62
Assistant Prof	61.50	61.51	61.51	61.51	61.51	61.51	369.05

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\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**2009 – 2010 PAYROLL DEDUCTION  
AUTHORIZATION - UOITFA**

To be completed if you request payroll deduction

Please return this form to **Shirley Van Nuland, Faculty of Education** only if you request payroll deduction.

Surname: \_\_\_\_\_

First Name \_\_\_\_\_

Faculty: \_\_\_\_\_

Membership fees are tax deductible and are based on rank.

Professor: \$ 502.09/year;

Associate Professor: \$ 431.62/year;

Assistant Professor: \$ 369.05/year

Rank (Please circle):

Professor      Associate      Assistant

I authorize UOIT Human Resources to deduct the appropriate membership fees as noted above, based on my rank, over ten (10) pay periods from September 2009 to June 2010 inclusive. (Please check)

A receipt for the tax deductible fee will be included in the T4 Form provided by UOIT by the end of February.

My witnessed signature on this document authorizes the University of Ontario Institute of Technology (UOIT) to collect and remit to the University of Ontario Institute of Technology Faculty Association (UOITFA) the dues that I contribute based on my rank. I agree to indemnify and save University of Ontario Institute of Technology harmless against all claims or other forms of liability that may arise out of, or by reason of, deductions made or payments unless the claim or liability arises from a breach of legal or accounting principles by University of Ontario Institute of Technology.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Name of Witness

\_\_\_\_\_  
Signature of Witness

\_\_\_\_\_  
Date