A New MOA for our UWSA

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Current MOA

- signed in 2008
- Staff Relations Committee
- Provost's Advisory Committee on Staff Compensation
- Pension and Benefits Committee
- The Dispute Resolution Pool
The Goals

- better working conditions
- improved relationships
- parity with colleagues
- improved service provided by the UWSA
- a stronger UW
Revision Principals

- modeled on FAUW’s agreement
- assumption of collegiality
- based on *natural justice*
- use of plain language
- reliance on existing external documents
- consideration for both parties
Who is Covered?

- all Policy 54 Regular Staff except
  - CUPE members
  - direct reports to the UW Provost or UW President
The UWSA President

- 100% release time
- 50% funded by UW
Release Time

- increased time for Directors
- special consideration for
  - Area Reps meetings
  - UWSA General meetings
Non-Members

- benefits are decided by the UWSA
- UW will facilitate communications (the CASL issue)
Entrenched Rights and Benefits

- Staff Relations Committee
- Provost’s Advisory Committee on Staff Compensation
- Policy 18 for discipline
- UWSA support
- Pension and Benefits
Grievances

- “Grievances”
- framework for Policy 33 and 36
- requirement to file with APHR
- timelines
- right to external arbitration
Compensation Negotiations

- framework similar to FAUW’s
- right to external mediation
- right to external arbitration
Mandatory Dues

- dues vs. membership
- in the interest of fairness and supported by Rand in 1945
- improved services provided by our UWSA
- an all Staff referendum
The Plan

- broad consultation for past 2 years
- recent review by
  - UWSA Directors and staff
  - 6 past UWSA Presidents
  - our lawyer
- summer 2016 - negotiations with UW
- October BoG