

Program for Change

August 2016

	Goal	+5	+10	+15	+20	
<p>Non Cost or Incidental One-time Costs <i>No reduction in Rights for any Tenured or TT Person</i> <i>All rights are subject to grievance or other dispute resolution processes</i></p>						
Natural rights	NC1	Human Rights: No discrimination No harassment personal or sexual	Rights in effect from first hire. Protected by grievance procedures or due institutional process; not connected to time-status.			
	NC2	Academic Freedom	Protected by grievance procedures or due institutional process; not connected to time-status.	From first hire for all		
Rights during hiring and probationary period	NC3	Hiring	Departmentally-based processes; transparent, set procedures	One process for all		
	NC4	Reappointment Rights during probationary period	Reappointment by seniority, as long as no unsuccessful evaluation is present	Rights retained for set period after last appointment		
	NC5	Seniority Rights	Right to Seniority and Seniority Accrual from first hire			
			Right to Seniority Accrual	For regularized, equal part-time seniority accrual to full timers' accrual		
			Seniority Retention between appointments	Retention after layoff		
			Seniority List published annually			
NC6	Summative Evaluation	Fair, transparent processes. Third party dispute/appeal avenues. At most once a year during probationary period. Only two needed for regularization.	Summative evaluation done during probationary period; afterwards only if serious complaints			

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Non Cost or Incidental One-time Costs - Continued						
Workplace Equity Rights	NC7	Workplace Equity	All hires are part of department, with paid for meeting times and with voice and vote. Included in any elections Right to Institutional Dispute Resolution Protection	Right to stand for departmental leadership positions		
	NC8	Personnel Files	Only one official file for all hires	Right to dispute entries Right to have items removed if no reoccurrence		
	NC9	Institutional Governance Rights	Rights of participation, right to represent and be represented			
	NC10	Full-time and Part-time Status	Start process of ending distinctions in rights	End of most non-cost distinctions between part-timers and full-timers		
Conversion Rights	NC11	Status Conversion Rights of the person (from probationary to non-probationary regular status)	Establishment of criteria for automatic conversion of the person from probationary to regular status and provision for grandfathering	Implementation of procedure to confer non-probationary status (regular status)	At a min. level (e.g.: half-time) Automatic Conversion of the person to Regular Status given certain fte Seniority accrual (e.g.: one fte year within two years)	Reduction of the Minimum Level required for conversion

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Non Cost or Incidental One-time Costs - Continued						
Rights of Normalized	NC12	Layoff Protection and Rights	By reverse seniority and only for proven cause (which may include financial factors). Minimum length of notice.	With notice of at least four months.	Layoff with notice, transfer and recall rights	
	NC13	Formative Evaluation		For all regularized faculty. No ability to use for or against faculty within employment context		
	NC14	Unpaid Leaves	Right to unpaid leave upon regularization, with: -no loss of seniority -continued seniority accrual -right to same status upon return			
	NC15	No Workload caps below full-time	As right of first refusal is granted, workload limitations cease	No workload caps imposed on less than full-time faculty		
	NC16	Overtime (course overloads) Reduced and Eliminated	Caps/disincentives set. Limit extent of course overloads to protect the job security of probationary faculty	More restrictive caps/disincentives to further protect the job security of probationary faculty.	No routine right to Overtime	

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Non Cost or Incidental One-time Costs - Continued						
Rights to Tenure	NC17	Tenure -Continues to be based on peer selection and with classic job security protection	Extended to those with part-time status	Start to be disconnected from compensation	Continue disconnect from compensation.	New tenure with classic protection(s) from layoff but not connected to salary

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Cost Issues						
Recog of Exp/Training	C1	Initial Placement	Fair criteria and formula for determination	Reduction in barriers to placement on scale	Continued Reduction of barriers	Removal of Barriers
Right to Equal Pay and Equal Work	C2	Step Accrual	Establishment of pro-rata increment equivalents	Pro-rata progression on scale		Year by year progression
	C3	Salary Scales	Reduction in number of scales and numbers of steps	Continued reduction		One scale with as few steps as possible
	C4	Compensation	At least 50% of lowest TT or tenured rank (No contingent rate lower than 50% of the lowest TT or tenured rank)	At least 60%	At least 80%	One scale
	C5	Workload	Include office hours and departmental/institutional meeting times	Include options of research and service; with flexibility of choice	Fully-prorata	

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Cost Issues – Continued						
Rights to Professionalism	C6	Professional Development Time	At least one week of paid time for all, pro-rata for part-timers	Up to two weeks	Up to one month	
	C7	Professional Development Funds		Set spending Allowance for those getting PD time.		
	C8	Education Leaves & Sabbaticals			Equitable access to all, including part-timers	
Health Benefits	C9	Medical/Dental		Equitable access to benefits with partially- paid premiums	Reduction of level of premium	Elimination of level of premium
Right to Leaves	C10	Sick Leave	Pro-rata Access	Fully equitable Provisions		
	C11	Paid Vacation Time		Time or pay in-lieu added to appointments	Pro-rata right to time or pay in-lieu	
	C12	Paid leaves	Maternity & Parental Leaves without loss of status and with continued accruals			

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Union and Association Rights and Support						
Union and Association Rights	U1	Union or Association Equity	Equal union or association membership by person with voice and vote, part of election processes. Method for supporting all grievances.			
	U2	Union or Association support	Establishment of contingent rights committees with majority contingent members; up to 0.5 % of total budget dedicated to contingent committees and advocacy (e.g., travel, registration, research)	Between 0.5 and 1.0% of total budget.		
	U3	Right to Strike	Where strikes are possible, encourage mobilization with comprehensive bargaining agenda.	Enable ability to call for strike votes and conduct strikes		
Legislation						
Legislation	L1	Legislation: Unemployment Insurance	Breaks between contingent work eligible for UI, with institutional support and advocacy	Unfettered UI Eligibility		
	L2	Legislation: Pensions		Equitable Access to Plans	Fully pro-rata Inclusion	
	L3	Legislation: Remove restrictions on strikes	Legalized right of legal unions to call strikes			