

ANNUAL REPORT 2007

JOINT COMMITTEE ON THE ADMINISTRATION OF THE FRAMEWORK AGREEMENT

Introduction

The Joint Committee on the Administration of the Framework Agreement is constituted under Article 74 of the Framework Agreement to provide a forum for discussions between the partners to the Framework Agreement of any issues that arise during the currency of the Agreement. Under Article 74.2.5, the Committee is required to submit an annual report of its work. This report covers the period from January 1 to December 31, 2007.

Membership

During the 2007 year, the members of the Committee were:

Faculty Association

William Pfaffenberger, President, Faculty Association (until May, 2007)
Mary Sanseverino, President, Faculty Association (replacing W. Pfaffenberger at the June 2007 meeting and following)
Judith Clarke, Economics
Leslee Francis Pelton, Education

Administration

Mary Anne Waldron, Associate Vice-President, Legal Affairs
Ali Dastmalchian, Dean, Faculty of Business
Andrew Rippin, Dean, Faculty of Humanities
Alternate: Cheryl Crane, Associate Dean, Law

Meetings

The Committee held five meetings on the following dates:

February 15, 2007
April 10, 2007
June 18, 2007
October 4, 2007
November 26, 2007

Business Conducted

The Committee dealt with a number of topics through the year..

It finalized the text of the Duties of Chair/Delegate document which was published with its 2006 Annual Report at the February 15 and April 10 meetings.

Issues arising from the return of Members to work who have been on Long Term Disability were discussed. Two issues – the adjustment of salary for Members who have missed salary adjustment dates because of absences for Long Term Disability and the application of Study Leave to Members who return to work from Long Term Disability for a period at less than their regular FTE – were discussed at all five meetings. The Committee reviewed and approved a document setting out procedures of the Vice-President Academic and Provost for the adjustment of salary for Members returning from LTD.

The issue of Study Leave was a difficult one. Work was done analyzing the issues related to how Study Leave would be accrued when the Member was working part time as part of a return to work program. Two possible solutions were proposed, one of which treated the Member in the same way as a part-time Member for the return to work period, with a consequent salary reduction during leave, and the other which allowed the Member a choice between that result or working for a longer eligibility period but then maintaining his or her salary at the level appropriate to his or her regular FTE. However, the Committee noted that the issue was a policy choice between a solution that was very complex and would be difficult to administer and a simpler solution that would not be as flexible. The Committee's work will be referred to the bargaining teams in the upcoming Framework Agreement negotiations.

Two joint task forces of the Administration and the Association operated during the year and kept the Committee apprised of their progress. A task force to redraft the procedures for selection of Chairs produced a draft policy which was reviewed by the Committee and sent for consultation to the Chairs. One member of the Committee (Andrew Rippin) was also a member of this task force. A second joint task force was formed to address the new requirements of the Tri-Council for conflict of interest policies. Three members of the JCAA also served on that task force (Mary Sanseverino, Leslee Pelton and Mary Anne Waldron). The Committee received regular reports of its progress.

Issues were identified with the web version of the Framework Agreement. Some inaccuracies were discovered and reported to the Committee by the Faculty Association. The Frames based version was taken down, pending thorough check and revision by the Vice-President Academic's office.

Several other more minor matters were discussed by the Committee. These included:

1. The Committee considered the confidentiality of email and its use in Administration/Faculty Association communications;

2. The Committee informed itself about the administration of the Long Term Disability Plan with information provided by Lois Jones who attended the February meeting;
3. Concerns about URC filing deadlines were raised and communicated to the Chair of the URC, Mark Gillen; and
4. The use and development of the Chairs' and Directors' website was regularly reviewed.

Approved by the Committee, February, 2008

Mary Sanseverino
Judith Clarke
Leslee Francis Pelton

Mary Anne Waldron
Ali Dastmalchian
Andrew Rippin