

**University of Victoria (UVIC) and University of Victoria Faculty Association (FA)**

**Collective Bargaining 2025: List of tabled and outstanding issues**

**January 22, 2026**

<b>Article</b>	<b>Opened By/Date</b>	<b>Presented</b>	<b>Countered</b>
1. Preamble	FA	May 15, 2025 FA	October 30, 2025 UVic counter #1  December 4, 2025 FA counter #1  January 8, 2026 UVic counter #2
3. Interpretation of Agreement	FA	May 15, 2025 FA	July 3, 2025 UVic counter #1  October 30, 2025 FA counter #1  December 11, 2025 UVic Counter #2
4. Recognition of Association	UVic FA	May 15, 2025 UVic	
6. Release Time for the Association	UVic FA	May 15, 2025 UVic	October 30, 2025 FA counter #1  January 8, 2026 UVic counter #1
7. Office Space and Services	FA	October 16, 2025 FA	November 6, 2025 UVic counter #1
8. Collegial Rights	UVic	May 22, 2025	June 19, 2025

	FA	FA	UVic counter #1  September 18, 2025 FA counter + LOU  October 9, 2025 UVic counter #2
9. JCAA	UVic	May 15, 2025 UVic	October 23, 2025 FA counter #1  October 30, 2025 UVic counter #1
10. Management Rights	FA		
11. Information	UVic FA	May 15, 2025 FA  May 15, 2025 UVic	May 22, 2025 UVic counter #1  June 12, 2025 FA counter #1  June 19, 2025 UVic counter #2  July 3, 2025 FA counter #2  October 9, 2025 UVic counter #3
12. Academic and Professional Responsibilities	UVic FA	June 26, 2025 UVic	October 23, 2025 FA counter #1  November 6, 2025 UVic counter #1

			December 4, 2025 FA counter #2  January 15, 2026 UVic counter #2
13. Standards, Workload, and Assignment Practice	UVic FA	May 22, 2025 FA	<p>June 19, 2025 UVic counter #1</p> <p>September 18, 2025 FA counter #1</p> <p>October 30, 2025 UVic counter #2</p> <p>November 6, 2025 FA counter #2</p> <p>November 17, 2025 UVic response in 2:2 meeting</p> <p>December 11, 2025 FA presentation on impact of workload</p> <p>December 17, 2025 Additional 2:2 discussions on workload</p> <p>December 18, 2025 Additional 2:2 discussions on workload</p> <p>January 8, 2026 Additional 2:2 discussions on workload</p>

14. Academic Freedom	UVic FA	May 15, 2025 FA	May 22, 2025 UVic counter #1  July 3, 2025 FA counter #1  October 23, 2025 UVic counter #2  December 2, 2025 FA counter #2
15. Intellectual Property and Scholarly Integrity	FA UVic	October 23, 2025 UVic	November 6, 2025 FA Counter #1  January 8, 2026 UVic counter #1
16. Equity, Diversity and Inclusion	FA	September 25, 2025 FA plus LOU  October 30, 2025 FA plus LOU – adjusted proposal	November 6, 2025 UVic counter #1  December 4, 2025 FA counter #1
17. Discrimination, Harassment and Sexualized Violence	FA	October 30, 2025 FA	November 6, 2025 UVic counter #1  December 4, 2025 FA counter #1
18. Member's Official Files	FA		
20. Appointments	UVic FA	June 26, 2025 UVic	October 16, 2025 FA counter #1  January 15, 2026 UVic counter #1
21. Terms of Initial Appointment	UVic	June 26, 2025	September 25, 2025

	FA	UVic	FA counter #1  October 23, 2025 UVic counter #1  November 6, 2025 FA counter #2  January 15, 2026 UVic counter #2
23. Probationary Status: Librarians	FA	July 3, 2025 FA	October 16, 2025 UVic counter #1  December 2, 2025 FA counter #1
24. Transfer and Conversions of Appointments	UVic FA	June 26, 2025 UVic	October 16, 2025 FA counter #1  October 23, 2025 UVic counter #1  December 4, 2025 FA counter #2
25. Evaluation of Members	UVic FA	May 22, 2025 UVic	June 12, 2025 FA counter #1  December 4, 2025 UVic counter #1  December 11, 2025 FA counter #2
26. Review of Career Progress	UVic	June 26, 2025 UVic	October 16, 2025 FA counter #1

			December 4, 2025 UVic counter #1  December 11, 2025 FA counter #2
27. Reappointments	UVic FA	June 26, 2025 UVic	October 16, 2025 FA counter #1  December 4, 2025 UVic counter #1  December 11, 2025 FA counter #2
28. Tenure and Promotion: Research	UVic FA	June 26, 2025 UVic	October 16, 2025 FA counter #1  December 4, 2025 UVic counter #1  December 11, 2025 FA counter #2
29. Tenure and Promotion: Teaching	UVic FA	June 26, 2025 UVic	October 16, 2025 FA counter #1  December 4, 2025 UVic counter #1  December 11, 2025 FA counter #2
30. Promotion: Librarians	FA	July 3, 2025 FA	
31. Stopping the Clock	UVic	June 26, 2025	October 23, 2025

	FA	UVic	FA counter #1
32. Committees for ARPT	UVic FA	June 26, 2025 FA	October 9, 2025 UVic counter #1  October 23, 2025 FA counter #1
33. Consideration Process for RPT	UVic FA	June 26, 2025 FA	
34. Study Leave: Faculty	UVic FA	May 15, 2025 FA	November 27, 2025 UVic counter #1  December 11, 2025 FA counter #1
35. Study Leave: Librarians	FA	May 15, 2025 FA	November 27, 2025 UVic counter #1  December 11, 2025 FA counter #1
36. Administrative Leave	FA	May 15, 2025 FA	November 27, 2025 UVic counter #1  December 11, 2025 FA counter #1
37. Leave Appeal Procedures	FA	December 2, 2025 FA	
38. Maternity, Parental, and Adoption Leave	UVic FA	July 3, 2025 UVIC	October 23, 2025 FA counter #1  November 27, 2025 UVic counter #1
39. Sick Leave, LTD, GRTW, and Accommodation	UVic FA	October 23, 2025 FA	November 27, 2025 UVic counter #1

40. Employment Standards Act Leaves	FA		
41. Compassionate Leave w/o Salary	FA		
44. Special Leave	FA	November 6, 2025 FA	
46. Discipline	UVic FA	June 23, 2025 FA	
47. Dispute Resolution	UVic FA	June 12, 2025 FA	June 19, 2025 UVic counter #1  December 4, 2025 FA counter #1
48. Conflict of Commitment	UVic	October 9, 2025 UVic	December 2, 2025 FA counter #1
49. COI and RAB	UVic FA	July 3, 2025 UVic	December 4, 2025 FA counter #1
50. Salary	UVic FA	January 8 2026 UVic	
52. Vacation and Holidays	UVic FA	June 12, 2025 FA	June 19, 2025 UVic counter #1  December 2, 2025 FA counter #1
53. Retirement and Resignation	FA		
54. Chairs and Directors	UVic FA	July 3, 2025 FA	
55. Program Discontinuance	FA	October 23, 2025 FA	
Appendix A	UVic	October 9, 2025 UVic	October 30, 2025 FA counter #1

Appendix B	UVic FA	October 9, 2025 UVic	November 6, 2025 FA counter #1
Appendix I	UVic	October 9, 2025 UVic	
Appendix J	UVic FA	October 9, 2025 UVic	
Appendix L	UVic FA	January 8, 2026 UVic	
Appendix M	UVic	May 1, 2025 UVic	
Appendix N	UVic FA	October 9, 2025 UVic	
Appendix O	UVic FA	October 9, 2025 UVic	
Appendix P	UVic	October 9, 2025 UVic	October 23, 2025 FA counter #1
Appendix S	UVic	June 30, 2025 UVic	May 1, 2025 UVic counter #1
NEW Child Care	FA	October 23, 2025 FA	January 8, 2026 UVic counter #1
NEW Teaching Conversion Fund	FA	September 25, 2025 FA	
NEW LOU Transnational Programs	FA	December 2, 2025 FA	December 11, 2025 UVic counter #1
NEW LOU Tech Change	FA	September 25, 2025 FA	January 8, 2026 UVic counter #1
NEW LOU BPoC Advocate	FA	November 6, 2025 FA	January 8, 2026 UVic counter #1

Articles and Appendices Opened = 40 UVic and 53 FA

Articles and Appendices for Presentation = 18 UVic at the next bargaining date

Articles at Impasse from the University perspective = 20 (30 UVic documents exchanged – 37 FA documents exchanged)