



Representing Faculty, Librarians & Veterinarians

# NEGOTIATOR

June 16, 2014

Your Bargaining Team has met with the Administration Team for nine sessions for a total of thirty-seven hours of bargaining.

Members of UGFA provided our Team with a strong mandate based on the following Bargaining Objectives:

UGFA General Meeting  
Thurs. June 26  
3:00 p.m.  
UC 103  
to discuss negotiations and all available options under the Labour Relations Act.

- 1) Strengthen Collegial Governance;
- 2) Defend Members' Job Security;
- 3) Propose Innovative Solutions to Ensure Long-Term Pension Sustainability;
- 4) Bargain Fair Compensation for Members;
- 5) Workload; Strengthen Safeguards and Increase Transparency;
- 6) Improve Tenure & Promotion / Continuing Appointment and Promotion (CAP) Processes; and,
- 7) Correct Key Collective Agreement Processes.

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We believe that a critical juncture of the negotiation process was reached at our meeting with the Administration today (June 16). As we have explained in previous communications, many important Articles remain in dispute. However, two are of particular concern, namely Article 18 – Faculty Member

Rights & Responsibilities and Article 24 – Transfers, Redeployment or Buyouts. Article 24 is the key article protecting our members' job security because it guarantees the option of redeployment in case of reorganization or restructuring. Article 18 upholds the most fundamental protection on our members' workload; that is it prevents the Administration from making unilateral changes to a member's Distribution of Effort (DOE).

The Administration's current proposal on Article 18 would give them the right to unilaterally change members' DOE's. As initially presented, the Administration indicated that this change was intended to deal with rare cases of members whose activities were not consistent with their stated DOE's and who, despite discussion with their Dean, refused to change their DOE's.

Our particular concern with regard to the Administration's proposed changes to Article 18 was our fear that it might be used as a device to force entire units to acquiesce to significant increases in their workload. Unfortunately, in today's meeting, our fears were borne out when the Administration Team made it clear that this is indeed their intention. They also coupled this demand explicitly to Article 24, insisting that faculty must accept either one or the other of the Administration's proposals on these two articles: either increased workload or lay-offs.

In the opinion of your Bargaining Team, it is inescapable to conclude that the Administration's demands are fundamentally incompatible with our mandate. We told the Administration that our members cannot accept the Administration's concessionary proposals.

We are writing to you today to bring these important matters to your attention. We are continuing to meet with the Administration and we remain committed to a fairly negotiated Collective Agreement. We intend to send you further timely updates as we enter the final week of the current Collective Agreement.

We urge you to attend the upcoming general meeting (June 26 at 3:00pm in UC 103) to discuss negotiations and all available options under the Labour Relations Act.

Sincerely,

**The UGFA Negotiating Team**

Scott Gillies, Chief Negotiator

Scott Colwell

Mary DeCoste

Sue Hubers

David Josephy

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