



Representing Faculty, Librarians & Veterinarians

# NEGOTIATOR

June 30, 2014

Dear Members

The UGFA Membership, at a General Meeting on June 26, voted overwhelmingly (greater than 99%) to hold a **formal balloted strike vote**.

The Chief Negotiator explained at the meeting that negotiations have been difficult and frustrating. Management continues to demand punitive and regressive concessions. Management's position is essentially that the UGFA concede to management either the unprecedented right to **layoff members OR the right to make unilateral changes to assigned workloads.**

With regard to compensation, management has demanded **a substantial reduction in salary during research/study leaves** (with the exception of the first leave). If accepted, this proposal would give us among the worst sabbatical provisions in Canada. Management has also insisted on the elimination of the annual career increment; changing merit pay from base increases to one-time payments; and across-the-board increases of less than 1% per year for three years. These proposals, if implemented, would drop Guelph faculty far below 5<sup>th</sup> place in Ontario.

Management's concessionary proposals are absolutely incompatible with the bargaining principles which were approved by the UGFA Membership. As directed by the Membership, a formal balloted strike vote will be held at the following locations and times:

## **Wednesday July 9**

**11:30 a.m. – 2:30 p.m., Guelph Humber, GH110**

**10:00 a.m. – 11:00 a.m. Kemptville, Admin. Bldg Rm 110**

**1:30 p.m. – 2:30 p.m. Alfred – Room to be confirmed**

**2:00 p.m. – 3:00 p.m. Ridgetown, PSC 002**

## **Thursday July 10**

**9:00 a.m. – 4:00 p.m., University of Guelph, University Centre main floor**

Guelph and Guelph/Humber members may vote either on the main campus or at Guelph/Humber. Kemptville, Alfred and Ridgetown members may vote at their own campus. **Please remember to bring photo ID in order to vote.**

With regard to timing of a possible strike, please note that under Ontario labour law, a strike/lockout cannot occur prior to a conciliator meeting with the parties; the conciliator having been sent away; and a request for a 'no-board report' having been made. If a request for a no-board report is made, a lockout or strike can take place but no sooner than 17 calendar days following the request. (At this time, neither party has even requested conciliation.)

The UGFA Executive strongly urges all members to vote and to give their support to their UGFA bargaining team. A strong strike vote will, we hope, result in a speedy and successful completion of negotiations, without the necessity of strike action.