



Representing Faculty, Librarians,  
Veterinarians & College Professors

# Negotiator July 11, 2022

After months of intense work by your Negotiating Team and Negotiating Preparation Committee, this round of collective bargaining is now underway. This Negotiator gives an early status update.

## The People

The memberships of the UGFA Negotiating Team and Negotiating Preparation Committee appear at the end of this newsletter, but we thought you might also find it interesting to learn who is on the Administration’s team:

Laurie Arnott	Assistant Vice-President, Faculty and Academic Staff Relations, Co-Chief Negotiator
Andrew Boaden	Senior Consultant, Faculty and Academic Staff Relations
Ben Bradshaw	Assistant Vice-President, Graduate Studies
Amanda Etches	Interim University Librarian
Carol Ann Higgins	Chief Administrative Officer, Dean’s Office, OVC
Sara Mann	Interim Dean, Lang School of Business and Economics
Ramneek Pooni	Senior Consultant, Faculty and Academic Staff Relations
Byron Sheldrick	Interim Dean, CSAHS, Co-Chief Negotiator

## July 1 Salary Increase

The Collective Agreement expired on June 30, 2022. Any salary increase for July 1, 2022, will be part of the renewal Collective Agreement. Once the negotiating teams reach a tentative agreement, it will be voted upon by the membership for ratification. Assuming that the ratification vote is successful, on the payday after ratification any salary increase and merit pay will be delivered to members. In the past, these increases were delivered retroactive to July 1.

Under the provincial government’s Bill 124, for two more years our “cost-of-living” increase is capped at 1% per year and we are unable to bargain any “catch up” increases in a renewal Collective Agreement. We have communicated to the Administration that the two Parties need to have a clear and shared understanding of all elements of salary and total compensation, and we have another special meeting with the Administration on this topic in August. We also have an open line of communication with our lawyers regarding how bargaining under the constraints of Bill 124 has been approached in the University sector.

## Member Support

In all past rounds of bargaining, the tentative agreement was reached during the Fall semester and with the help of a mediator/arbitrator (a “third party”). The UGFA Teams’ past successes have reflected the strong member support in strike votes that have always occurred prior to the use of a third party. Both the timeline and the need for the help of a third party can never be known in advance.

## Status Update

In addition to a preliminary meeting on bargaining protocols, we spent 6 hours “at the table” with the Administration during the week of July 4-8 exchanging proposals. We have an additional 6 hours booked for the week of July 11-15. For each hour at the table, the UGFA Team spends several hours in preparation. The Parties agreed earlier in the year that negotiations would pause starting in mid-July. In September, we are tentatively meeting both at the table and as a Team for a total of approximately 40 hours per week.

It was agreed that the initial proposals would be things for which agreement was expected, for example, the renewal of uncontentious Letters of Understanding (LOUs) or the insertion of language the two Parties had already agreed upon, through discussion or a settlement. As a result, there was tentative agreement on four LOUs and/or Articles at the end of our first week at the table. We will keep you updated as negotiations ramp up.

As part of our initial statement to the Administration, we presented information from 7 different “university rankings,” delivering numerous laurels to UoG and reflecting the breadth of UGFA excellence in the face of perpetually the worst student-faculty ratio and escalating workload. Student numbers are sky-rocketing and UGFA membership numbers stay flat, despite the Administration’s signed commitment to hire more permanent members. In the most recent (2018) biennial performance assessment outcomes provided to us by the Administration, 85% of faculty members received an overall rating of “Very Good” or “Outstanding,” and 99% of faculty members received an overall rating of “Good” or better.

There is a human cost attached to this excellence in the face of adversity: mental health benefits claims have more than quadrupled since 2017/18, with the spike beginning pre-pandemic and the alarms being sounded in Administration’s own “Wellness@Work” survey in 2017, and the recent UGFA member survey identified an exceptionally low level of morale. To date, despite our efforts to convince them, the Administration has yet to take any action to address these issues in a meaningful way.

## Your Negotiating Team & Negotiating Preparation Committee

### Negotiating Team

Bill Cormack, History  
 Mary DeCoste, School of Languages & Literatures  
 Steve Gismondi, Math & Stats  
 Andrew Hathaway, Sociology & Anthropology  
 Susan Hubers, Executive Officer  
 Herb Kunze (Chief Negotiator), Math & Stats  
 Pavneesh Madan, Biomedical Sciences  
 Kirsten Sanderson, Senior Secretary

### Negotiating Preparation Committee

Nita Chhinzer, Department of Management  
 Jonathan Ferris, Membership Officer  
 Shoshanah Jacobs, Integrative Biology  
 Kevin James, History  
 Philippe Lassou, Department of Management  
 Peter Goddard, History  
 Louise Grogan, Economics & Finance  
 Stefan Kremer, School of Computer Science  
 Ryan Prosser, School of Environmental Sciences  
 Denise Sanderson, Assistant Executive Officer  
 Ali Versluis, Library  
 + The Negotiating Team

Thank you for your support!

As always, please e-mail [facassoc@uoguelph.ca](mailto:facassoc@uoguelph.ca) if you have any questions.