



Representing Faculty, Librarians,  
Veterinarians & College Professors

# Negotiator #4

August 28, 2017

## Negotiation Update

In this round of collective bargaining, the UGFA will be posting both its and the Management's written proposals and agreed upon Articles, in the secure area of the [UGFA website](#). You will be notified shortly in a separate e-mail when the first such posting occurs.

This Negotiator discusses UGFA's priorities and principles in the context of this round of negotiations. We are also providing a comprehensive list of the articles both sides have opened and those articles that we have signed off on.

### 2017 Negotiation Team

Ed Carter,  
Chief Negotiator

Sue Hubers  
Herb Kunze  
Mary DeCoste  
Ibrahim Deiab  
Jonathan Ferris  
Denise Sanderson

We have many negotiation meetings scheduled for September and October. We hope that we can reach a fair negotiated settlement with Management. We hope to provide more substantive commentary to you as we make progress this fall.

### ***NEGOTIATION PRINCIPLES & PRIORITIES:***

At the UGFA Annual General Meeting on May 18, 2017, the Membership approved as presented by Ed Carter, Chief Negotiator. These principles establish our bargaining priorities.

The priorities were generated from concerns raised by:

- Contact with UGFA Members during the lifetime of the current agreement, individually, through UGFA Executive & Council, and through assorted meetings with Members;
- The Negotiations Advisory Committee, established in the final year of the current agreement, and composed of Member representatives;
- Membership feedback;
- On-campus experiences with the Management, including grievances, disciplines, and Joint Committee; and,
- External activities: meetings with OCUFA and CAUT, experiences of comparator institutions, and other conferences.

We believe that this process ensures that your negotiating team has meaningful and reasonable priorities from which the team generates proposed Collective Agreement language.

*The UGFA's bargaining principles this year are:*

Principle 1	That the salary of Members be at least fifth place within the province.
Principle 2	That UGFA Strive towards the goal of achieving and/or maintaining gender and race equity for salary, CRC, URC and academic leadership positions in an open, transparent and timely manner. Mutatis mutandis for disability.
Principle 3	Compensation of Chairs/Directors must be fair, transparent and equitable.
Principle 4	Continuance of pension discussion with management and other institutions involved in the JSPP discussions, to ensure the future viability of both Members and the University.
Principle 5	The UGFA strive towards the goal of reducing member workload, inclusive of administrative download. The new level of reasonable workload shall be maintained.
Principle 6	Mental Health benefits be increased to a reasonable amount.
Principle 7	The hearing aid benefit be increased to a reasonable amount.
Principle 8	Pre-tenure/Continuing Appointment Members may appeal any one area which is less than good.
Principle 9	That the Dean/AVP Research/Chief Librarian ensure appropriate mentoring of pre-tenure/pre-continuing appointment Members.

We believe our language proposals are reasonable.

***Negotiations and articles opened:***

At the request of the Association and with the agreement of Management, negotiations have been “interest based”. As a result, both sides have been able to present articles and Letters of Understanding that we have signed off and closed.

**Articles Signed Off:**

Article 19.27 – Clarification on Vacation

Article 27 – Administrative Appointment of Librarian Members

Article 43 – Accommodation of Members with Disabilities

**The Letters of Understanding that have been renewed:**

LOU 1: CUPE Local 3912, Unit 2

LOU 3: Sick Leave

LOU 6: Performance Review of Veterinarian Members by Director Outside the Process Indicated in Article 33

LOU 8: Essential Services

**Articles that remain to be negotiated:**

8, 9, 10, 13, 18, 20, 25, 32, 33, 39, 42, 43, 62, 53

**Letters of Understanding that remain to be negotiated:**

2, 4, 5, 7, 9, 10 and 11

We are also discussing 8 new Letters of Understanding to form part of this negotiation round.

We are back at the table in September, and your negotiating team needs your support. In the meantime, keep an eye on your inbox as we prepare our members-only site for postings of the actual proposals passed across the table.