



News & Views

March 2009

What The Collective Agreement States

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What the collective Agreement States – Faculty Members can only be let go either through Financial Exigency or Discipline

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Proposed amendments to UGFA Constitution

Financial Planning Seminar – April 22

UGFA Advice to Members

There are a lot of discussions occurring on campus as to what the University and Senate will be doing with the curriculum at the University. This has led to concern that members will be let go. As a result, we thought it best to provide you with the UGFA understanding of the collective agreement.

There are only two ways in which faculty member appointments may be terminated – the extremely rare case of dismissal with cause, under the discipline article or, potentially, following a declaration and confirmation of financial exigency. (With regard to contractually-limited faculty members, there is no guarantee that particular contracts will be renewed once they expire.)

Article 39, Discipline, states:

“Dismissal means the termination of Appointment without the Member’s consent before retirement/resignation or the end of the contract.”

Article 55, Financial Exigency states:

“The University and the Association agree that the first duty of the University is to ensure that its academic priorities remain paramount. No Member shall be terminated or otherwise penalized with respect to terms and conditions of employment or rights and privileges relating to employment for reasons of Financial Exigency except in accordance with this Article.”

What then happens, during an academic reorganization independent of financial exigency? For example, what would happen if Senate were to approve the elimination of a particular Department. Can the Members of that department be fired? The answer is No. Under Article 24, Transfers or Redeployment of Faculty Due to

Academic Program Reorganization, it states:

“When the University approves a reorganization which involves the closure reduction, amalgamation, or transfer of an academic program or programs which may lead to the transfer of one or more Members, a Redeployment Advisory Committee will be struck by the Provost to provide advice on measures needed to effect the reorganization, including (where applicable) redeployment, buyout or retirement.”

Room 535, UC · Guelph · Ontario · Canada · N1G 2W1 · (519)824-4120 ext. 52126 · <http://www.uoguelph.ca/~facassoc>

General Meeting, Wednesday March 25, MacKinnon 223, 4:00 p.m.

There will be a general meeting to discuss changes to course offerings, programs and department/college structures. The discussion will be an opportunity for the UGFA to find out from our members what is happening in their area and for the UGFA to provide information to Members. In addition, the UGFA will be proposing amendments to the Constitution. The major amendments include (partial list only):

- Amending the term of the President and Vice-President to two years
- Formalizing the terms of the Chief Negotiator and Treasurer
- Creation of a Defence Fund and Arbitration Fund
- Proxy Voting

We urge you to attend this meeting as it is a crucial time for both the University and the Association.

An electronic copy of the proposed amended constitution was sent out on March 6. If you did not receive it, or would prefer a paper copy, please contact the UGFA office (ext. 52126) and a copy will be sent to you.

Financial Planning Seminar – April 22, 2009 (Registration Required)

As per the collective agreement, the University will be offering a financial planning seminar titled “Defining Your Life’s Financial and Retirement Future”

The purpose of this workshop is to give participants an opportunity to visualize, map out, and create their own unique life planning blueprint utilizing the Six Power of Success™.

Course objectives include:

- Learning about investing for retirement now, to ensure your retirement readiness
- Learning how to manage your money during turbulent market conditions by utilizing the ten steps you can take to protect yourself
- Understanding and making the most of your employer and government benefits
- Learning how to reduce your taxes - before and after retirement – and how to invest your money for long-term success
- Finding out how to turn your assets into a sustainable monthly income stream
- Learning how to create a balanced lifestyle: Heart — Body — Mind — Soul

- True success is not just about the money — it's also about health, wellness, meaningful activities, relationships, self-fulfillment, and the pursuit of happiness!
- (Please note that spouses of participants are also strongly encouraged to attend.)

When? April 22, 2009 9:00 a.m.– 4:30 p.m.
Where? University Centre 103
Contact Phone 56800 or email landd@uoguelph.ca

UGFA Advice to Members

If you are invited to a meeting with your Dean, we would encourage you to query the purpose of said meeting and, we encourage you to inform the Dean that an UGFA representative will also attend the meeting. The Member would then contact the UGFA Office (ext. 52126) and inform the office of the meeting with the Dean. This simply ensures that the discussion with the Dean remains collegial, issues other than the stated purpose are not raised, and that the collective agreement is adhered to. If you would like more information please feel free to call either Kelly Meckling, (ext. 53742) or David Josephy, (ext. 53833).