

# UGFA Collective Bargaining 2024 —Update—

July 4, 2024

# Bargaining Principles 2024

1. Protect the integrity of the Collective Agreement and the rights of our Members
2. Strengthen workload protections
3. Protect Academic Freedom
4. Ensure a reasonable increase in total compensation, given the repeal of Bill 124
5. Protect job security

Approved in May by

- UGFA Executive
- UGFA Council
- UGFA Membership @ the AGM

# Process Overview

Prelims	<ul style="list-style-type: none"><li>• UGFA gives “notice to bargain”</li></ul>
Heart of Bargaining	<ul style="list-style-type: none"><li>• Parties meet to bargain<ul style="list-style-type: none"><li>○ Typically, impasse issues crystalize</li></ul></li></ul>
Conciliation	<ul style="list-style-type: none"><li>• File for Conciliation<ul style="list-style-type: none"><li>○ with Ministry of Labour</li></ul></li><li>• Conciliator arrives<ul style="list-style-type: none"><li>○ must meet once</li></ul></li><li>• Conciliator sent away<ul style="list-style-type: none"><li>○ Legal strike/lockout position 17 days later</li></ul></li></ul>
Mediation/ Arbitration	<ul style="list-style-type: none"><li>• Mediator/arbitrator arrives<ul style="list-style-type: none"><li>○ intense arbitration days</li></ul></li></ul>

during process

UGFA membership asked to pass “strike authorization vote”

the UGFA has always had **very strong** support and turnout in the vote

**YOUR VOTE OF SUPPORT LATER THIS YEAR IS CRUCIAL**

needed for this clock to start

authorizes Chief Negotiator to call a strike

here



deal

strike/lockout

# Update

- What's left to present / receive?
- Compensation
- Modes of Course Delivery — Bad Faith Bargaining...
  - save by UGFA Senators
  - ...temporary?...*
  - will need Members' resolve in bargaining*
- UGFA: Recognition of Additional Workload
- Admin: Seeking to expand the power of Deans
- Admin: Will open T&P/CAP, Vacation, Study/Research Leave (sabbatical)  
Will open everything teaching related

Thanks for Your Support!!