



Representing Faculty, Librarians,
Veterinarians & College Professors

Negotiator #3 June 6, 2024

As you will recall from [Negotiator #2](#) (Thursday, May 30):

- On Monday, May 27, both the UGFA and the Administration indicated that they would be presenting substantive changes to LOU 16: Modes of Course Delivery.
- The June 3 Senate package, released late on May 27, included a motion to add a “Modes of Course Delivery regulation” to the University Calendar. This motion consisted of definitions different from those jointly agreed upon in our Collective Agreement.
- The Collective Agreement requires that faculty members adhere to Senate regulations. Had this motion passed, UGFA members would have been bound by the new definitions, and it would have removed our ability to bargain these terms and conditions of employment.
- Upon consultation with our legal counsel, we initiated the filing of a bad faith bargaining complaint with the Ontario Labour Relations Board.

On Monday, June 3, the UGFA bargaining team and the UGFA Senate Caucus met to discuss the dangerous consequences of this motion. **Driven by the resolve of our Senators, the Senate decided to refer the motion on modes of course delivery back to Senate committees.** This is an extremely important outcome, and the UGFA bargaining team is very grateful to Senators for their efforts.

Nonetheless, we all must remain on guard, as the dangers of this motion may have only been postponed.

On Wednesday, June 5, the UGFA bargaining team passed the appended letter to the Administration team. As you will read, we are not filing the bad faith bargaining complaint at this time, but we reserve the right to file it at a later stage in the bargaining process if need be.

Thank you for your support!

As always, please e-mail facassoc@uoguelph.ca if you have any questions.

June 5, 2024

To the University of Guelph Bargaining Team,

Our team was disappointed to learn that after both Parties said that they would be proposing substantive changes to the Modes of Delivery LOU, within which the definitions of the modes appear, the University also proposed a motion at Senate to redefine modes of delivery. The Administration's failure to inform us of these plans indicates a lack of good faith in bargaining.

On May 30, 2024, we communicated our concerns to our membership, including UGFA Senators. We are pleased that on June 3, 2024, driven by the resolve of our Senators, the Senate decided to refer the motion on mode of delivery definitions back to the Senate committees.

While we believe the Administration's actions contradict its obligation to bargain in good faith, we are willing to pause filing our complaint with the OLRB to allow bargaining to proceed. We believe these issues can be more effectively addressed at the bargaining table than through legal proceedings. We reserve our rights to bring an application if necessary, and we remain hopeful that the parties can now focus their efforts to reach a renewal collective agreement.

Sincerely, on behalf of the UGFA Bargaining Team,

A handwritten signature in black ink, appearing to read "H. Kunze". The signature is fluid and cursive, written in a professional style.

Herb Kunze
Chief Negotiator