



Representing Faculty, Librarians,
Veterinarians & College Professors

Negotiator #4 June 20, 2024

Over the past few months, the UGFA bargaining team has been working on proposals, plans, and strategies to renew and strengthen our Collective Agreement. Since May 28, we have met at the bargaining table with the Administration team five times.

We have already presented the great majority of our proposals. In contrast, the Administration had indicated its intention to open many Articles and Letters of Understanding (LOU), yet they have presented only a small number of minor items. The Articles they have yet to present include those on Tenure and Promotion, Rights and Responsibilities of Faculty Members, Study/Research Leave, and every Article and LOU related to teaching, including the LOU on Modes of Course Delivery. Despite the return to committee of the Senate's motion on the latter issue, we remain extremely concerned that the Administration will seek new powers to impose modes of course delivery on our Members.

Among the proposals that the Administration has presented are changes to the Articles on Faculty Appointments and the Appointment of Chairs. In both cases, these proposed changes would undermine the prerogative of elected UGFA Members to make decisions affecting the future of their Department, and they would also strengthen the influence of the Dean. These proposals continue the erosion of collegial governance and reflect the Administration's lack of trust in UGFA Members' professional integrity.

The UGFA bargaining team has presented proposals on a number of key issues for Faculty, Librarians, and Veterinarians. In accordance with our bargaining principles, we have proposed a new Article that seeks to address the ever-increasing workload of UGFA Members. This Article includes provisions to recognize the increase in workload; it also seeks either to mitigate the increased workload or to compensate Members for it. As we noted at the bargaining table, however, the only way to meaningfully ameliorate this increased workload would be to hire more UGFA Members.

UGFA Members are alarmed that the Administration's most recent admissions debacle will bring an intentional increase in first-year enrollment of 52.6%, according to OUAC (confirmations). As we enter the Fall 2024 term, the Administration has still refused to honour their commitment to hire an additional 40 UGFA Members and instead decided to hurry 39 UGFA Members to voluntary early retirement. So, rather than addressing workload issues, the Administration has deliberately made the situation worse.

Our next bargaining meeting with the Administration will be in early September. Compensation will be addressed by both parties in the late stages of bargaining, as per usual.

Previous Negotiator issues:

[Negotiator #1](#), [Negotiator #2](#), [Negotiator #3](#)

Thank you for your support!

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