

## Salaries and current happenings...

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UGFA has moved to a new address on campus  
Our new address is  
**5 University Ave E**  
**Phone # ext. 52126**  
(519) 767-6547



In August, the provincial government instigated consultations with the broader public sector in an effort to get agreement on a framework for a wage freeze for two years. For the university sector (Phase I), the consultations included OCUFA, COU and various unions. OCUFA organized teleconferences and meetings to determine what actions, if any, should be taken. The government had dictated that the university associations would be allowed a delegation of eight (8) individuals (representative group) as determined by the Associations, CAUT and OCUFA. The representative group reported back and from this meeting, the following motion was approved and distributed to both the government and COU:

“The Ontario faculty associations and other groups representing academic staff have received reports from their delegations about the issues discussed the week of [August 9, 2010](#) with COU and government officials. We are confident that these issues can better be addressed at the local level by free collective bargaining. This would acknowledge the diversity of Ontario’s universities and their respective financial situations. We also do not accept the government’s premise that compensation is the cause of the current financial situation, nor its determination, made even before commencing its consultation process, that a two year wage freeze singling out public sector employees is the only way to deal with the province’s fiscal situation.”

The government and COU were also advised that the representative group would no longer take part in the consultations. While other unions remained at the table, they have reportedly done so for information rather than a belief that a resolution is possible. The

UGFA has been consulting and meeting with OCUFA on a regular basis to receive information and provide our Association’s input on the Government’s plan.

However, the consultations are only the beginning of what we will face. We still don't know how other unions will respond to the consultations and the impact this might have on us. We have no idea of how the government intends to implement its statement on compensation and how we will need to respond. As a result of this a number of negotiations have been placed on hold and it appears that arbitrators are continuing to await clarification prior to issuing any decisions.

## Pensions Update

### UGFA Teaching Award Winners

*Congratulations to our Teaching Award recipients:*

Distinguished Professor Award Winners are:

**Jim Kirkland**, HHNS  
**John Russon**, Philosophy,  
**Robert Foster**, Pathobiology,  
**Ian Spears**, Political Science,  
**Michael Hoy**, Economics,  
**Sean Kelly**, SEDRD,  
**Karen Gordon**, School of Engineering.

Our Special Merit Award recipient is:

**Denise Mohan**, SOLAL.

On August 5 the government provided information on additional measures for temporary solvency relief for certain university pension plans (those universities with a defined benefit or hybrid plan) that are projecting large solvency deficits. These amendments would allow universities that meet certain funding thresholds, to be eligible for temporary solvency funding relief. These amendments would be retroactively applied to December 31, 2009.

Eligible Universities seeking relief must submit a plan to the Ministry of Finance, which would outline the proposed approach to restructuring their pension, to 'achieve sustainability'. In order to be granted an additional amortization period, the University would have to make "progress on some of the following, decreasing the proportion of normal cost of benefits paid by the employer, moving to a 50/50 cost sharing between employees and the employer, benefit reductions, converting to joint sponsorship for future service, and finally, converting to a defined contribution model for future service" [direct quote taken from a report of a meeting attended by OCUFA Representatives with Ministry Officials]. **The UGFA position would be that any changes made to the professional pension plan would require the approval of UGFA Members.** It should be noted that **No Changes May Be Made To Accrued Pension Benefits.**

On September 7, the various unions attended a government briefing on the temporary solvency relief issue. OCUFA, and the other unions, were very vocal in their rejection of this proposal and they stated that none of the needed 'progress' relates to pension sustainability but rather to assist the employers to cut costs and to shift costs to the employee groups. A number of questions have been raised, including several dealing with the issue of Jointly Sponsored Pension Plans.

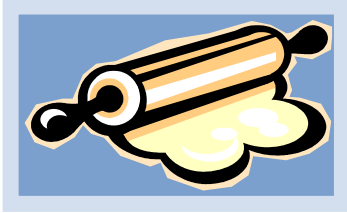
With this as the background, UGFA has been meeting with the employer to discuss the issue of pensions. We have numerous meetings established and we are using these meetings as a way to both be educated and to educate on options. We will keep you informed of this very important issue.

## Countdown to Negotiations

Most of us have a hazy idea that the Collective Agreement is due for renegotiation soon, but it is a bit of a wake-up call to realize that the present agreement expires next June 30. Negotiations for the new agreement will likely begin no later than April 1. (Here we go again!) We have a terrific negotiating team in place, with Jim Mahone in the chair as Chief Negotiator, but they need your help and guidance to develop our negotiating position.

Everyone understands that the next round of negotiations will take place in uncertain times. But now that we have road-tested the Collective Agreement through two rounds of T&P

deliberations, it's time to assess what works, and what may need to be changed.



Over the coming month, UGFA will be initiating a consultation process to find out what you would like changed in the next contract. To borrow a phrase from management, it will **'rollout'** in three phases:

First, we're asking for your comments, concerns and ideas, by email (shubers@uoguelph.ca), on paper or by phone (ext. 52126). (Or in person – it's a chance to drop by and see the new offices!) We need to be very clear about core values and issues in the membership. The more we hear from you, the more we have to work with.

Second, we'll be going around campus on an "out and about" in October, to meet you, listen to you and learn about your priorities. And if you'd like to join us and knock on doors yourself, you're more than welcome. It's a great way to meet people!

We also need to hear about your stress points. For instance, some members are asking whether departmental committees should have the right see evaluation letters solicited from external reviewers during T&P. Is that something that matters to you? What else needs fixing? A door-to-door sounding of the membership will give the negotiators the critical information that they need to frame their priorities and draw lines in the sand.

Third, a general meeting of the membership will give you a chance to meet the negotiating team and give all of us the opportunity to learn more about the overall economic and provincial context (some of which we discussed earlier in this edition) in which the negotiations will take place.

Our collective bargaining in 2007 was a success because it was built on the input and consensus of members from all sectors of the university. Participatory consultation gives the negotiating team clout at the bargaining table. To get there, they need to hear from you.

Alan Filewod,  
UGFA Communications Chair

## **Electronic Recording of Classes**

We have a statement which we suggest Members place in their course outlines regarding the electronic recording of classes. **"The electronic recording of classes is expressly forbidden without the prior consent of the instructor. This prohibition extends to all components of the course, including, but not limited to, lectures, seminars, and lab instruction, whether conducted by the instructor or a seminar leader or demonstrator, or other designated person. When recordings are permitted they are solely for the use of the authorized student and may not be reproduced, or transmitted to others, without the express written consent of the instructor."**

## **UGFA EXECUTIVE**

**President: Judy Sheeshka, FRAN**

**Vice-President: Ed Carter, Math & Stats**

**Chief Negotiator: Jim Mahone, SEDRD**

**Salary Chair: Herb Kunze, Math & Stats**

**Pension Chair: Scott Gillies, Library**

**Academic Freedom Chair: Bill Cormack, History**

**Health & Safety Chair: Joseph Yankulov, MCB**

**Senior Grievance Information Officer: Eva Nagy, Pathobiology**

**OCUFA Director: Bev McEwen, AHL**

**Treasurer: Scott Colwell, MCS**

**Membership Secretary: Susan Chuang, FRAN**

**Executive Officer: Susan Hubers**

**Asst. Executive Officer: Denise Sanderson**

**Secretary: Ann Nelson**