



General Meeting: Please be sure to attend Thursday March 3rd @ 4:00pm in UC 103 to approve the Negotiation Principles

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Negotiations: The Basics

We have received many questions from individuals regarding the negotiation process and we thought it would be useful to publish the most often asked questions and their answers.

Q. Why are we negotiating; don't we already have a Collective Agreement?

A. Our current Collective Agreement expires on June 30th, 2011.

Q. How do the negotiators know what articles to open?

A. The UGFA has maintained a list of issues that have arisen with respect to the collective agreement in order to aid in determining articles to be opened. We have also used Member input from the results of our recent surveys to determine articles that need to be opened.

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**Negotiations will
begin on or before
April 1**

Both sides choose negotiation teams and decide which articles need to be revisited, or “opened”; the rest of the articles will remain “as is” in the current collective agreement. However, the Letters of Understanding at the end of the Collective Agreement will expire, as indicated in the current Collective Agreement.

Q. Why are we only voting on principles and not language?

A. When the negotiators are at the table they need to know what the principle behind any amendment would be. If specific language has been approved then they cannot move forward because language is likely to change at the bargaining table. By approving the principles at the **Thursday March 3rd General Meeting** we can still negotiate on your behalf. This same process was used during the last round of negotiations.

Q. The Collective Agreement expires on June 30, 2011. Does this mean the collective agreement is gone and we have no rules until the next agreement is signed?

A. No. The processes set out in the collective agreement remain until: a new agreement is ratified; or, there is a lock-out or strike.

Q. When will negotiations start?

A. The Labour Relations Act states that negotiations begin 90 days prior to the expiration of the current agreement. With the Approval of UGFA Executive, both sides will be meeting shortly to establish the rules of conduct for the upcoming negotiations. Once our Members have had an opportunity to review and approve the proposed principles, we will then begin negotiations in earnest.

Q. Will we be switching our pension plan from a Defined Benefit Plan to a Defined Contribution Plan?

A. Not likely. Even switching pension plan types will not resolve the University pension issue.

Q. Will I get a pay raise on July 1, 2011?

A. It is unlikely that negotiations would be completed by July 1, 2011. However, negotiated merit from this year’s P&T will still be added.

Q. Who approves the final settlement?

A. The UGFA will take the proposed final settlement to the Members for their approval by a ballot vote.

Your 2011 Negotiating Team



From left: Roz Stevenson, Milena Corredig, Bill Cormack, Herb Kunze, Jim Mahone, Susan Hubers, Ed Carter

Absent: Scott Gillies, Scott Colwell, Cathy Gartley

Jim Mahone, UGFA Collective Agreement Chair and Chief

Negotiator, will be representing you at the bargaining table. Jim is a faculty member in the School of Environmental Design and Rural Development. He teaches facilitation, conflict management, and negotiation at the graduate level. As a member of the last UGFA negotiation team, Jim provided invaluable advice and skills as a negotiator.

In accordance with the UGFA constitution, Executive recommended Jim's appointment as the Chief Negotiator to the

UGFA Council. Council accepted the recommendation.

Your UGFA negotiation team, also approved by Executive and Council, is comprised of **Ed Carter, Scott Colwell, Milena Corredig, Bill Cormack, Cathy Gartley, Scott Gillies, Sue Hubers, Herb Kunze and Roz Stevenson.**

Your team has been hard at work. We have been meeting weekly for the past 8 weeks and have been working on strategy, language and team building. We had a two-day bargaining simulation with CAUT, which allowed for realistic simulation of what we will be facing.

We would urge you to contact any member of the team with any concerns, comments or suggestions you may have. You may also contact the Association office at ext. 52126.

Negotiation Team:	Ext.
Jim Mahone, OAC	56781
Ed Carter, CPES	53569
Scott Colwell, CME	53095
Milena Corredig, OAC	56101
Bill Cormack, COA	53205
Cathy Gartley, OVC	54198
Scott Gillies, Library	52945
Sue Hubers, UGFA	52126
Herb Kunze, CPES	53286
Roz Stevenson, CBS	53577



Come out to UC 103 to approve the negotiation principles

UGFA Updates and Events:

General Meeting: 3 March @ 4pm in UC 103

The Association will be holding a General meeting on **Thursday March 3rd at 4:00pm** in **UC 103** in order to **APPROVE THE NEGOTIATION PRINCIPLES**. These principles help guide your negotiators in the upcoming round of negotiations. All UGFA members are encouraged to attend this meeting.

Welcome to Mary DeCoste, Junior GIO

The University of Guelph Faculty Association would like to welcome Mary DeCoste, a faculty member in the College of Arts, as the new Junior Grievance Information Officer.

UGFA Executive and Office Staff:

Executive:

Judy Sheeshka,
President

Ed Carter,
Vice President

Scott Colwell,
Treasurer

Jim Mahone,
Collective Agreement Chair

Bill Cormack,
Academic Freedom Chair

Eva Nagy,
Grievance Officer

Herb Kunze,
Salary Chair

Joseph Yankulov,
Health & Safety Chair

Mary DeCoste,
Junior Grievance Officer

Scott Gillies,

Bev McEwen, OCUFA Director

Office Staff:

Susan Hubers,
Executive Officer

Denise Sanderson,
Assistant Executive Officer

Jacqui Liberty,
Communications Coordinator

Ann Nelson,

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