

Monday March 10, 2014

Thank you to all Members who responded to our recent survey! The UGFA Executive Committee and Bargaining Team were very pleased with the completion rate of nearly 50% of our Membership (47.8%). This information will be invaluable to the Bargaining Team in developing objectives for the upcoming round of bargaining that will secure a new Collective Agreement.

A preliminary analysis of the responses to the survey indicates very strong sentiment among the Membership on several key issues.

First, on the issue of workplace morale, considering the past two years, 68% of Members indicated that their workplace morale has declined, 25% say that it has stayed the same, and only 7% indicated that it had increased. This result should be of significant concern to the university community and the Administration.



The detailed results showed that decreased morale was correlated with significant dissatisfaction with the Program Prioritization Process (PPP) generally (0.318, $p < .001$), and with specific concerns about the fairness (0.351, $p < .001$), the accuracy of the process (0.280, $p < .001$), and its financial justification (0.280, $p < .001$).

Second, in terms of priorities, Members have clearly identified budget cuts and Administrative imposition of policies, processes and procedures as their foremost concerns. Members have voiced confusion, frustration, and anxiety about the PPP. Members continue to express great concern over the extent and nature of the announced budget cuts, their impact on their department/unit, and their impact on the University's primary missions of teaching and scholarship. Members have expressed serious concerns about their ability to continue to shape the future of teaching, research, and governance at the University of Guelph. Most recently, Members are raising alarms over the imposition of the new "Sedona" eCV system, for many justified reasons.

Other priorities, such as job security, pension and benefits, and salary have also featured prominently in Members' concerns about, and goals for, the upcoming

renegotiation of our collective agreement. We intend to develop proposals that fairly and accurately represent these concerns. The UGFA will bargain hard to safeguard job security and secure improvements for the long term.

The five top priorities identified by Members are listed here.



If you would like to view more detailed information about the Members survey, you may book a time to review the detailed results at the UGFA House. Email: <facassoc@uoguelph.ca>

Again, the UGFA Bargaining Team would like to thank all the Members who completed this survey. The continued strong support of all Members is critical to our success as the voice of Faculty, Librarians and Veterinarians on this campus!

Sincerely,

The UGFA Bargaining Team

Scott Gillies, Chief Negotiator
Herb Kunze, Salary Chair
Scott Colwell
Mary DeCoste
David Josephy
Sue Hubers