



Representing Faculty, Librarians & Veterinarians

NEGOTIATOR

May 23, 2014

The UGFA bargaining team has met with the Administration Team for seven sessions for a total of twenty-five (25) hours of bargaining. Both Teams have tabled their full package of proposals, and counter-proposals are being discussed. We remain committed to a timely conclusion to this round of bargaining and the renewal of our Collective Agreement.

Members of UGFA provided our Team with a strong bargaining mandate based on the following seven (7) Bargaining Objectives:

- 1) Strengthen Collegial Governance;
- 2) Defend Members' Job Security;
- 3) Propose Innovative Solutions to Ensure Long-Term Pension Sustainability;
- 4) Bargain Fair Compensation for Members;
- 5) Workload; Strengthen Safeguards and Increase Transparency;
- 6) Improve Tenure & Promotion / Continuing Appointment and Promotion (CAP) Processes; and,
- 7) Correct Key Collective Agreement Processes.

We have tabled reasonable proposals that:

1. Improve collegial governance and address the Administration's intention to impose processes and/or technologies that have a negative impact on the terms and conditions of Members' employment.
2. Formalize current workload protections and local practices and improve fairness and transparency.
3. Keep compensation consistent with the Administration's stated salary assumptions as presented at several Town Hall events.
4. Proved a pension framework to address governance concerns and provide funding sustainability.

The Administration's **current** proposals on the other hand, are the most regressive and punitive that the UGFA has ever seen tabled. The Administration has rejected, out of hand, several of our proposals on collegial governance, openness and software and systems and continues to insist that it wants to remove the existing and very limited checks on their management rights. Further, it is our understanding that the Administration anticipates employee reductions as a result of the announced budget reductions. The UGFA's financial analysis suggests that the current budget crisis is manufactured; we note that the most recent financial year-end results indicate that the University has a \$7 million surplus.

Synopsis of the Administration's proposals:

- The right to lay off UGFA Members under program reorganization (Article 24 – Transfers, Redeployment or Buyouts of Faculty and Librarian Members Due to Restructuring or Academic Program Reorganization); It is important to appreciate that the Administration proposal refers specifically to the "redundancy of one or more Members", who will be given an involuntary buyout, if the Provost should decide against providing a transfer option. In our view, this amounts to granting the Administration the right to lay off individual Members, and de facto nullifies tenure.
- 20% cut in pay for Study/Research Leaves after first the Leave;
- Removal of all existing workload protections (deletion of all teaching workload norms, scheduling changes, etc.);
- Right of Management to make "reasonable" changes to the Distribution of Effort (DOE) of any Member;
- Right of Management to assign teaching in three semesters for faculty with higher teaching DOEs (60% or higher);
- De facto pay freeze for Members who are rated as overall 'Good';
- The unilateral right to determine mode of course evaluation and release of teaching scores;
- Member assumption of a larger share of past pension debts with no changes to governance; and
- Embedding of eCV software in T&P/CAP articles.

Needless to say, the Negotiating Team is gravely concerned about these proposals.

On Thursday, May 22, Chief Negotiator Scott Gillies, provided a detailed bargaining update to Members. At the meeting, the following motion was put forward: "That the UGFA Executive is authorized to proceed with a strike mandate vote at the earliest possible time."

The motion to grant the UGFA the authority to hold a strike vote was passed by 98% of those in attendance.

We are truly grateful to the Members for their continued support during these very difficult negotiations and would welcome any feedback from you on these matters.

Sincerely,

The UGFA Negotiating Team

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