



## UGFA 2026 Annual General Meeting Reports

President

Vice President

OCUFA Director

Chief Grievance Information Officer

Chief Negotiator

Economic Benefits Chair

Academic Freedom Chair

Health and Safety Committee Chair

Unit 2

## President's Report for the AGM – May 20 @ 12:30 pm for 25/26

### President's Report

It has been a busy year at the UGFA! As I prepared my report and reflected on the last year, here's what UGFA does in a non-bargaining year. First of all, we are always bargaining and negotiating, we celebrated excellence at the faculty awards, we welcomed new members, said good-bye to some (I so miss Marcel Schlaf for his insights into UG IT) and happy retirement to others and of course there were the grievances, arbitrations, the Senate Action Committee. I also learning that following a CA and sometimes communicating with people who don't read the jointly appointed CA (you can guess who they are) is well, both challenging and time consuming. Over the last 3 years, I have attended many CAUT (Canadian Association of University Teachers) and OCUFA (Ontario Confederation of University Faculty Association) meetings and I have spoken to many faculty associations. The UGFA is the envy of all. We have the reputation and our accomplishment are great. We are known for having one of the best COVID policies, having language in our CA that defines modes of teaching delivery, we helped launch the UPP, and when no one else in the province was hiring, we were the only one hiring, and we successful gained faculty compliment language and are now closing in on 900 faculty positions. For a while there, other Faculty Associations were jealous that we even had a Bill Rosehart. The secret to our success, when compared to others, comes from our faculty-led association. Through it all there is 4 hard working UGFA staff members who are there to support all of us. The Executive Committee Members are available, evenings, weekends and holidays; there always seems to be work to do. Our small staff compliment, and very hard-working grievance committee, bargaining, economic benefits and past-presidents all help in our success. Thank you for the work you do. Thank you also to the level heads of UGFA council who care enough to give their time and service for the betterment of the entire membership.

In addition to the expected work of the association, membership queries and grievance handling, this past year's work was dominated by CDVMP (LOU#28) and the T&P year 2026.

The CDVMP (Collaborative Doctor of Veterinary Medicine) program with Lakehead, if you recall starts fall 2026, seeing its first intake of students from northern Ontario. The students will do their first 2 years of the DVM program and then finish their DVM here in at OVC. As part of the last round of bargaining, a joint committee with representatives from management and UGFA was set to establish a memorandum of agreement. The phase 1 and 2 MOA is now signed. We reached agreement on:

- the right of faculty to deny teaching in the program should they not wish to do so given the mode of delivery.

- Members may choose to submit SFQs and/or peer observations as part of P&T. A Member who wishes to exclude any particular SFQs or Peer Observation because it may negatively impact their review due to issues beyond their control, with the required teaching modality, can send a request to FASR and/or UGFA who will discuss the request.
- Members can choose any of the following ways to answer student questions or others that go beyond these: office hours, via Teams chat, virtual or physical hand raising.
- The MOA provides language for resources to address faculty workload/
- Resources will be made available for the below positions for at least the first two years of the program:
  - A clinical teaching technician to support clinical teaching across departments
  - A teaching support staff position to support faculty with SAS registered students, enter grades, submit exams to CourseLink, print exams, complete ICFs for students who do not complete a course, organize and arrange deferred exams, support faculty assist with SYL (course outlines), and other administrative tasks.
- The University will address appropriate classroom technical support; instructors will be consulted to identify needs.

The agreement is only for the first 2 years, and the committee will continue to work towards finding agreement for all phases. UGFA recognizes that this process has been very difficult for OVC faculty, and part of the agreement is a continued and open line of communication between UGFA, OVC faculty and the administration. In my first meeting with Byron Sheldrick as interim provost, I expressed the angst I have been hearing from OVC faculty and Bryon assured me that he is commitment to having an open and ongoing conversation about CDVMP.

## T&P

To help with the T&P review in 2026, economic benefits chair, Steve Gismondi, who was departmental college floater for 6 to 8 years and has worked for at least 4 years on T&P and equity in UGFA, took the lead to help the membership with this year's T&P. Steve, and UGFA staff worked and continue to work closely with FASR, on all things Tenure and Promotion to determine the best way to support members with documenting and filling out the T&P paperwork. The results included numerous meetings with Sara Stephens from FASR, with the council of academic chairs, answering numerous emails, drafting questions and answers, attending jointly hosted help and more happening soon.

In addition, the UGFA will be reviewing the T&P process in the upcoming year.

I attended a number of CAUT meetings this past year. At the most recent meeting, Brad Lavigne, from Counsel Public affairs provided survey results from a large and relevant sample size of Canadians on **public perceptions of post-secondary education**. Here are the highlights:

- Affordability and value for money are top of mind for students and parents.
- Canadians believe in post-secondary education as a net good and they trust Canadian institutions.
- Colleges and universities are highly trusted relative to other Canadian institutions.
- Confidence has trended downward across all **Canadian institutions** in order from most to least trusted - research scientists#1, military, professors or academics (3<sup>rd</sup>), colleges and universities (4<sup>th</sup>), financial institutions, police and law enforcement, traditional media, airlines, health care, labour unions(11<sup>th</sup>) politicians trust is last.
- 33% of respondents believe that public policy has worsened for post-secondary education.
- Respondents were asked about what they recall hearing about universities in the media and # 1 answer was foreign students followed closely by student finances and sector labour strikes.
- Canadians largely see the role of colleges and universities in practical terms, directly related to the workforce.
- Post-secondary institutions are seen to be doing a good job in preparing students for the workforce, but not a good job of providing value for money or offering affordable education. i.e. post-secondary education is expensive
- 63% of the survey respondents indicated that the purpose of a college university education should be to prepare students for employment or to enter the workforce.

**When asked about perceived importance** of post-secondary education,

- **most important:** preparing students with skills or knowledge needed for the workforce, offering students higher education at an affordable cost, and offering students good value for the money.
- **moderate importance** was helping students become well-rounded individuals, offering students the ability to take courses across a wide variety of topics or subject areas, and ensuring freedom of speech or free exchange of ideas, and improving Canada's economic competitiveness.
- **least importance** was upholding democracy or democratic values, offering life experiences aside from education, and taking a stance on social or cultural issues.

**On the matter of funding**, Canadians understand that post-secondary institutions face funding challenges.

- Most are not favorable towards tax increases.
- 41% indicated that it was important to provide public funding to universities, but only 4% were willing to pay more taxes.

**The student/parent experience...**

- The cost of housing and tuition pose the greatest financial difficulty for students and their family.

At the OCUFA board meeting, their pre-budget submission for 2026 reported that university bachelor's programs prepare graduates for lucrative opportunities across the entire economy. While we might assume that graduates from business programs might end up in business or finance occupations just 38% of graduates end up in these positions. Similar patterns hold true for arts and humanities. Nearly 20% of these graduates end up in business and finance occupations. It's about transferable skills but the statistics was noted by the speaker that social sciences graduates report higher job satisfaction.

Susan Hubers, EO at UGFA has announced that she will be retiring. She will be hard to replace given her 40+ years of experience. The UGFA engaged the Griffith Group to conduct a professional executive search. The Griffith Group is assisting with all aspects of the search process, including advertising, candidate outreach, screening, and interviews, through to final selection. The opportunity is posted and in mid-June, the long list of applications (at least we hope there is a long list) will be reviewed and interviews will take place. We hope to have someone in place for the fall 2026.

Lastly, I would like to welcome Jing Lu as your incoming President.

## **Vice President's Report to the Annual General Meeting**

May 2026

Dear Colleagues,

It has been a privilege to serve as Vice President of the University of Guelph Faculty Association (UGFA) over the past year. During a year marked by ongoing challenges across the post-secondary sector, I have appreciated the opportunity to work alongside colleagues, Council, and the Executive in supporting and advocating for our membership.

### **UGFA Member Awards and Recognition**

One of the highlights of the year was coordinating the annual UGFA Awards, which recognize the outstanding contributions of faculty, librarians, and veterinarians to teaching, mentorship, and student learning across the university.

The 2025 recipients, Dr. Asim Biswas (Ontario Agricultural College), Dr. Barbara Morrongiello (College of Social & Applied Human Sciences), Dr. Huiyan Li (College of Engineering), Dr. Katie Lebel (Lang School of Business and Economics), Dr. Kim Martin (College of Arts), Dr. Peter Kuling (College of Arts), and Marion Beach (Ridgetown), represent the dedication, creativity, and commitment that faculty bring to the classroom and broader academic community. Their work reflects the strength and diversity of teaching excellence at the University of Guelph.

### **Senate Participation and Collegial Governance**

Throughout the academic year, I participated in Senate meetings, supported the work of the Faculty Senate Action Committee alongside the UGFA President, and contributed to discussions on institutional priorities, academic policy, graduate education, and curriculum matters.

Many Senate discussions this year reflected broader challenges facing universities, including financial pressures, evolving academic programming, workload concerns, and questions surrounding consultation and resource allocation. These conversations reinforced the importance of meaningful faculty participation in collegial governance and the central role faculty play in maintaining academic standards and shaping the direction of the institution.

### **Supporting Staff Transition**

This year also marks an important transition for the Association as our long-serving Executive Officer, Sue Hubers, prepares for retirement after many years of dedicated service to UGFA and its members.

To support continuity within the Association, I participated in the succession planning and hiring committee responsible for recruiting a new Executive Officer. This work is intended to help

ensure a smooth transition and position the Association to continue providing strong support and services to members.

### **National Advocacy and CAUT Participation**

In addition, I attended the CAUT Defence Fund Annual Board of Directors meeting as UGFA's representative. The meeting brought together faculty associations from across Canada to discuss bargaining support, labour relations developments, and broader challenges facing the post-secondary sector.

These discussions highlighted the importance of national coordination and solidarity as faculty associations continue to navigate increasingly complex bargaining and governance environments.

### **Looking Ahead**

As I prepare to assume the role of President in June, my focus in the coming year will be on supporting a strong, transparent, and member-focused Association during an important period of transition and preparation. With the current collective agreement set to expire on June 30, 2027, an important priority will be ensuring that the Association is well-prepared for the next round of bargaining.

I would also like to extend my sincere thanks to our current President, Lezlie Cunningham, for her leadership, dedication, and steady guidance over the past two years. I have greatly appreciated the opportunity to work alongside her, and I am grateful for her commitment to the Association and to collegial advocacy during a challenging period.

I look forward to continuing to work with colleagues, Council, the Executive, and our members in the year ahead as we address the opportunities and challenges facing both the Association and the broader university sector.

Warm regards,

Jing Lu  
Vice President  
University of Guelph Faculty Association



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College

December 10, 2025

To: Professors Lezlie Cunningham and Jing Lu

Re: Ontario Confederation of University Faculty Associations (OCUFA) Chair Report for the University of Guelph Faculty Association (UGFA)

I attended the OCUFA Board of Directors (BOD) meeting held on October 25 and 26, 2025. I also participated in Advocacy Day at Queen's Park on November 5, 2025. This report highlights some of the outcomes of these events.

The OCUFA meeting in October included the Annual General Meeting (AGM), BOD meeting, and awards celebration (on Saturday evening). Notable awardees included University of Guelph doctoral student Naty Tremblay, who received an OCUFA Henry Madelbaum Graduate Fellowship for Excellence in Social Sciences, Humanities, or Arts, and Professor Herb Kunze, who received the OCUFA Lorimer Collective Bargaining Award.

At the AGM, the new Board Directors were ratified, the Treasurer's report given, and the audited financial statements reviewed. At the BOD meeting, OCUFA President Rob Kirstofferson [Wilfrid Laurier Faculty Association (WLUFA)] and OCUFA Executive Director Jenny Ahn gave their reports.

In August 2025, OCUFA submitted recommendations to the Ontario Provincial Government regarding university governance following the introduction of the Ministry of Colleges, Universities, Research, and Security (MCURES) "*Red Tape Reduction*" package. OCUFA provided a written submission to MCURES emphasizing that strong governance requires respecting university autonomy and the structures that safeguard academic integrity and collegial decision-making, stressing that faculty, including those in faculty associations, must have a voice in institutional governance. OCUFA's recommendations also reminded the government that improving governance alone will not solve the problems within the university sector. The primary issue is the persistent underfunding of universities.

On May 29, 2025, the Ontario Government announced the Supporting Children and Students Act 2025, introducing a suite of changes to "*strengthen government oversight, accountability and transparency in public school boards, postsecondary education and children's aid societies.*" The main impetus for the legislation stems from reports of alleged financial mismanagement at public school boards in Ontario, and the supposed need for additional financial oversight of publicly funded postsecondary education institutions in Ontario. Bill 33, Key Provisions Affecting Universities, introduces "*merit-based*" admissions standards for universities that will be defined by regulation, raising concerns about equity in access to education as well as institutional autonomy. The bill also requires universities to implement research security plans to protect

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academic work from external interference. In addition, it grants the government authority to regulate ancillary student fees, potentially undermining funding for essential student services such as mental health, food banks, and peer support that has been democratically allocated by student unions. In response to Bill 33, OCUFA sent a letter to Minister Nolan stating it views the bill *“as a threat to the autonomy and academic freedom of publicly funded post-secondary institutions. OCUFA is concerned that the bill's reliance on ministerial directives bypasses democratic and collegial governance processes, allowing for direct political interference in university matters such as hiring and curriculum development. This approach undermines the expertise of university leaders and faculty, leading to poor decision-making and a potential erosion of academic integrity”*.

Discussion on the Stand up for Ontario's Universities initiatives highlighted that, despite their vital role, our universities are in a state of crisis. For over a decade, they have been chronically underfunded, falling to the lowest per-student funding level in Canada by a considerable margin. The Ontario Government's recent, temporary funding announcement is a drop in the bucket, being only half of what its own expert panel recommended, with no guarantee for the future. This financial crisis is not an abstract problem; it is causing real harm. Queen's University Faculty Association (QUFA) in collaboration with OCUFA and member organizations initiated and is leading **a petition calling for fair, increased, and stable funding for Ontario universities**. All faculty associations are encouraged to circulate the petition widely and urge anyone concerned about the future of our sector to add their signatures.

The OCUFA Strategic Priorities Plan highlights the need for: a strong voice for university faculty and academic librarians; sustainable public funding for public universities; transparent, equitable, and collegial governance; and promoting and protecting good academic jobs. The four-year Strategic Priorities Plan maps out OCUFA's goals and actions over the provincial election cycle. This allows OCUFA and its member organizations to consider the current political context and equity objectives when developing proactive priorities and responding to emerging issues, challenges, and opportunities. Under this model, OCUFA connects a plan for action for legislative change and collective gains on campuses across the province. For the next four-year cycle (2025-2029), three distinct strategic priorities will help OCUFA achieve its strategic aspirations: 1) championing strong and sustainable public funding for universities; 2) promoting and protecting good academic jobs; and 3) defending and enhancing the ability of academic workers to influence the direction of their universities.

Order of the day panelists included three Presidents of Teacher Unions in Ontario to discuss *“From Classroom to Collective: Strengthening Solidarity Through Shared Struggles”*. During the Saturday meeting lunch break, the roundtable discussion topics included: efficiency review rollout; AI and technology; and governance at our institutions. The Sunday BOD meeting discussion centred on *“Funding our Future: Keeping Universities Public”* and reports by committee chairs.

OCUFA Advocacy Day events were held on November 4 and 5, 2025. Key messages included the following: Ontario universities have the lowest government funding in Canada; enrollment is booming, but the number of funded students is capped; universities stimulate economies and lead to higher earnings; Ontario students pay higher than average rates of tuition; and the

provincial government is increasingly subverting parliamentary democracy by legislating via ministerial directive. Faculty ambassadors were assigned to groups and met with MPPs in their university ridings; my group met with MPPs Paul Vicars (PC, Bruce-Grey-Owen Sound), Chris Glover (NDP, Spadina-Fort York), Mike Schreiner (Green, Guelph), Ernie Hardeman (PC, Oxford), and Peter Tabuns (NDP, Toronto-Danforth). Peter Tabuns strongly supports the lobbying, calling on the Ontario Government *“To invest in Ontario’s future by boosting Ontario’s universities’ base operating funds by 11.75% annually for a five-year period to bring Ontario close to the Canadian average.”* Details can be found here: <https://ocufa.on.ca/campaigns/invest-in-ontariosfuture-fund-our-universitiesPetition to the legislature>.

MPP Peter Tabuns also offered to bring forward the signed petition to the Ontario legislature. I wish to collect the signed petition from Guelph and will send the scanned document to OCUFA Executive Director Jenny Ahn to provide to MPP Tabuns.

Yours truly,

Helen Booker, Ph.D.

Email for OCUFA ED Jenny Ahn to BOD, OCUFA Executive, Committee Chairs, FA President, FA Executive Directors/Senior Managers dated Jan 9, 2026

To: OCUFA Board Directors, Executive, Committee Chairs, FA Presidents, and FA Executive Directors/Senior Managers

Dear colleagues,

Last fall, I spoke to you about our shared goal of pushing the government to commit to increasing total university funding to reach the Canadian per-student funding average in five years. Our key instrument in this effort has been OCUFA’s legislative petition, public messaging government and stakeholder relations, and our Advocacy Day. **Thanks to those of you who brought the petition to your members and gathered signatures, we’ve made progress.**

In November, we learned that the province had begun consultations on changes to the university funding formula without including the sector’s primary stakeholders: faculty and students. In response, [OCUFA issued a statement](#) calling for faculty participation in the review and outlining our key principles for the new funding model. We also ramped up petition signature collection through November and December.

Your engagement made the difference. As a result of our collective advocacy, OCUFA has been invited to present at the Ministry’s funding model review consultation on January 16, alongside

other major sector partners including OPSEU/SEFPO and the Canadian Federation of Students – Ontario.

Thank you for your continued dedication and hard work. Together, we're ensuring faculty voices are central to shaping the future of higher education in Ontario.

**GRIEVANCE INFORMATION OFFICER**  
**Report to UGFA Annual General Meeting**

**20 May 2026**

In defending UGFA members' rights under the Collective Agreement (CA), the Faculty Association has handled a continuing high number of important files this year. These activities include one now concluded Arbitration / Mediation, three new Grievances, eleven active Investigations (with several more anticipated for allegations of misconduct, including charges of harassment and Human Rights Complaints). Other matters include more than a dozen requests for Medical Accommodation, as many salary reviews, a successful Appeal of denial of tenure, and dozens more other issues effectively resolved through formal and informal meetings with the Office of the Provost.

**As a primer for new members or those needing a refresher:**

A grievance is a formal allegation by the UGFA that the Administration has violated specific terms of the CA. If the Administration denies a grievance, or responds that it has not violated the CA, the UGFA must then determine whether to submit the grievance to arbitration. We are often successful in resolving grievances through constructive discussion with the Office of Faculty and Academic Staff Relations (FASR).

Remaining vigilant and launching timely grievances are our primary methods of ensuring that the Administration complies with the CA in matters regarding: the Tenure, Promotion, and Performance Review process; disciplinary investigations and resulting measures taken; the Administration's responsibility to protect the health, safety, security, privacy, Academic Freedom and Intellectual Property rights of members, and to provide appropriate medical accommodations.

The arbitration of a grievance is the UGFA's most powerful tool to defend the CA. Mediation may occur as part of the process prior to final arbitration, with an arbitrator jointly agreed upon by the UGFA and the Administration or appointed by the Ministry of Labour. Arbitration is the culmination of a very lengthy process that begins with the identification of the issue and follows meetings with the affected members and with the Administration, the preparation and filing of a grievance, the Administration's response to the grievance, further meetings with the Administration, and consultations with UGFA's legal counsel.

The costs of arbitrations/mediations are considerable, including arbitrators' fees and those for legal counsel, and time spent by UGFA Staff and Executive members. These costs are justifiable expenses for protecting members' rights by drawing on the needed expertise to craft successful arguments, if and when an arbitration is considered likely to succeed.

**Key developments:**

Grievances and arbitrations have been fewer since the arrival of a Provost who was demonstrably committed to working with and not against us to resolve most disagreements. We settled costly, time consuming arbitrations through discussions outside the grievance process. These included challenging the overly expansive definition of “faculty member” used at Senate, which allows administrators reporting to a dean or to the Provost to nominate and occupy positions on committees reserved for UGFA members. Another arbitration triggered by the “program pauses” imposed with no real consultation by the past administration was similarly resolved through more cooperative discussion. In the wake of lasting damage to morale and U of G’s reputation as a comprehensive university, the lifting of the pauses by the Provost helped establish a relationship with UGFA based on explicit recognition of collegial governance protections enshrined in the CA.

Despite having more constructive conversations with the Provost, several troubling trends continue, resulting in investigations that occupy a great deal of our time. Unfortunately, we still see lots of conflict between members filing complaints against each other, with allegations of harassment. In such cases, UGFA’s legal duty is to represent both sides, requiring separate meetings with complainants and respondents, and if need be legal counsel, so ‘walls’ are properly observed and that all parties get fair and equal representation. Not surprisingly, investigations and attempts at formal mediation often make the conflict worse. The growing culture of complaints reflects both stressful work conditions and often deans who are reluctant to have difficult discussions of the kind required to circumvent these kinds of problems.

We are also seeing growing numbers of complaints against faculty by students, resulting in investigations of misconduct allegations that are often frivolous, transforming small things into big things, and increasingly vexatious, designed to punish and defame us for upholding certain standards in our teaching and research. These include human rights complaints, such as failure to accommodate, and accusations from graduate students, past and present, of improprieties like failing to grant authorship or stealing their ideas.

There is a strong sense of entitlement in the kind of poorly written, trumped-up allegations that always seem to meet the bar to warrant an investigation, because it is prioritized as a customer complaint. These investigations mean many months of stress for members. The need to reach a settlement that mollifies complainants is described by those targeted as feeling like they have been ‘dragged through the mud’ for simply having done their jobs. They also target the employer, which is nonetheless complacent in responding to these hazards in the conduct of our work.

As a final note of caution, newly implemented “sexual violence” legislation requires employers to investigate all kinds of accusations made by students, and the outcomes of investigations must be publicly disclosed. Whereas UGFA has the resources to ensure due process, any disciplinary outcomes, including termination of employment, once decisions have been made cannot be grieved. The severity of outcomes and restrictions that prevent us from having more robust protections in such cases suggests a need for extra caution when interacting with our

students to avoid such accusations or misinterpretations of our conduct, whether we are on or off the job.

In closing, please don't hesitate to let us know if UGFA can provide you with any additional assistance in finding workable solutions to the problems of our work. Thanks so much for your attention and continuing support!

Andy Hathaway

UGFA AGM Report, 2025-2026  
Herb Kunze

**UGFA Collective Bargaining Chair**

Our most recent round of collective bargaining ended in Fall 2024, with results that were very well received by UGFA members as evidenced by our ratification vote and the many emails I received from members. The work as chief negotiator does not end once we sign off the agreement, and, in fact, has been quite active over the past year.



*Fictional Illustration of Collective Bargaining  
in honour of the recent May 4  
(aka Star Wars day)*

On-campus activity: Following the ratification of a new Collective Agreement, we enter into the implementation phase, where specific operational details generate discussion and actions that were agreed to in bargaining get initiated.

Under LOU 23 on the Assessment of Teaching, a member can provide a list of 6 potential Peer Observers to their Dean, with the Dean then choosing a name from the list. At the end of the process, according to the *original LOU 23*, if the member wants to submit a completed In-Class Peer Observation Form, they would give it to their Dean after they themselves have received it from the Observer. Separately, when we were in collective bargaining in 2024, the Administration wanted members who choose to submit Student Feedback Questionnaire results to be responsible for including them in their submission. As a result, the person responsible for submitting material differed for SFQ results and for In-Class Peer Observation Forms. In the past year, with the 2026 biennial Performance Review looming, the Administration and the UGFA agreed to an *amendment of LOU 23* on the Assessment of Teaching: we agreed that each member will include in their submission whichever of the two instruments they wish to use, meaning the Dean no longer receives a copy of a completed In-Class Peer Observation Form at the time it was completed. This

change means that members can have an In-Class Peer Observation in the Fall, save the completed form, and then maybe decide in the August preceding their T&P process that they instead want to include their SFQ results. They get to choose between the instruments when they have all of the information on both of them. (Members can also always decide to include both of them, too.)

In calendar year 2025, the Administration finally took seriously the growth hiring commitment they first made in January 2019. Yes, the pandemic arrived after they made that commitment, but the real problem was a severe lack of commitment on the part of the part of the President. When the Administration changed, suddenly there was recognition that this commitment should be honoured. It included paying UGFA \$150K for lost union dues since 2019. In 2025, they posted around 117 new tenure-track or continuing-appointment-track positions. The bargained commitment said that the “permanent” member count had to reach a particular number by January 1, 2026, with some “letters in hand” (people who signed their offer but delayed their start to no later than the summer) allowed to count. Through the year, they regularly updated the UGFA President, and the new Provost also regularly reached out to me directly. The hiring is great, and something we really had to keep fighting for in order to get, but it was paired with even a much larger percentage increase in the number of students on campus. So, workload metrics like the student-faculty ratio are surely still amongst the worst in the province.

At present, the Joint Workload Committee (JWC) is starting up, and I am leading the UGFA JWC side, which per the LOU will consist of four representatives, including one staff member. UGFA Executive approved my request to create a Workload Advisory Committee, which will give input to the UGFA JWC side and be a sounding board, as needed. The committees are currently being assembled.

We also agreed in Collective Bargaining to look jointly at the Tenure, Promotion, and Performance Review processes, largely due to this being the first major T&P cycle with UNIWeb in use and, in part, due to the workload involved. One of the fallouts of this is that UGFA and the Administration have held joint Q&A sessions, with more expected. Economic Benefits Chair Steve Gismondi has taken a lead role in those sessions, as well as the T&P committee training sessions for the past few years and will likely write about it in his report. As a part of the Q&A sessions earlier this year, we observed that the Administration regularly cited and pointed members to their 2025 FAQ that they have written on their own. In our opinion, that FAQ focused on one approach: (1) create an eCV PDF from the Word file produced by UNIWeb; (2) create other PDFs for scholarship/research, teaching, and service discussion, plus PDFs for SFQ results and/or In-Class Peer Observation Form(s); and (3) add hyperlinks in (1) linking to (2), and upload all of the files into a folder structure

that the Administration suggests. We have heard from Chairs and members who followed this approach last year about problems with bad links and file permissions, as well as the cumbersome nature of the approach. Of course, another approach that is barely mentioned, if at all, in the 2025 FAQ would be to submit just a single PDF that merges all of the information in (1) and (2). Indeed, members have the freedom to edit the Word file produced by UNIWeb to include any additional information they want. They can then generate a PDF and merge their SFQ results and/or In-Class Peer Observation Form(s), both in PDF form, with it. The Administration met with me, Steve, and Sue Hubers to discuss their FAQ, and just recently posted the updated [2026 FAQ](#) that includes the many edits we requested. This FAQ highlights the flexibility you have, and I suggest that it is worth reading at least the early part of the FAQ before you work too deeply on your T&P submission. Attend a Q&A session or reach out to UGFA at [facassoc@uoguelph.ca](mailto:facassoc@uoguelph.ca) if you have any questions.

*A remaining issue.* Unfortunately, one difference in understanding remains, concerning the inclusion of student comments in your submission. In a recent email to members, we asked members who do not wish to include student comments in their submission to reach out to us. Minimally, it is important for UGFA to have a measurement of how many members wish to exclude the comments.

Off-campus activity: There can be a significant amount of off-campus conversations related to our bargaining outcome. OCUFA holds regular weekly Zoom meetings to discuss bargaining activity, attended solely by the chief negotiators of Ontario FAs and OCUFA staff. Each year, they also hold several in-person meetings of the same group. I first reported our results in one of the Zoom meetings and, subsequently, at an in-person meeting. Here is a reminder of five key items from that round of bargaining:

Salary	Compounded Cost-of-Living Adjustments (COLAs) over 3 years = 17.25%. Including the Annual Career Increment (ACI), average member sees +12% in Year 1 and +~24% over 3 years.
Growth Hiring	“Permanent” UGFA complement to grow to at least 853 by January 1, 2026, plus \$150K paid to UGFA for lost dues. Arbitrator Bill Kaplan remains seized.
Alternative Modes of Course Delivery	Held firm; cannot be imposed on members.
Workload	Joint Workload Committee to consider a broad array of workload items.
Collaborative DVM Program with Lakehead	Reboot from their solo process; Joint Committee to report on how teaching may be done.

Our results are generally strongly positive outliers compared to results in the sector:

- No contemporary FA settlement has matched our salary result. Remember that Guelph is the 8<sup>th</sup> most expensive city in Canada for housing or rental. And remember that we have the aspirational goal (shared by long past Administrations) to be no less than “fifth place” in salary comparisons. So we should hope that our salary result lands high to address these factors.
- No FA has bargained a growth hiring commitment. Over the past year, many have endured hiring freezes.
- Other FAs allowed their Administration to impose “alternative modes” one way or another. We may be the only FA with bargained language defining the modes by which we might teach and explicitly saying that the Administration cannot impose alternative modes of delivery.
- Joint Workload Committees abound, but they are generally focused solely on one item, such as student accommodation or using technology in teaching.

In Summer 2025, after our previous AGM, [OCUFA awarded me](#) the 2024-25 Lorimer Collective Bargaining Award, which is named after Doug Lorimer who was a very well-known and well-respected chief negotiator at Wilfrid Laurier University. Many thanks to UGFA President Lezlie Cunningham for the kind nomination.

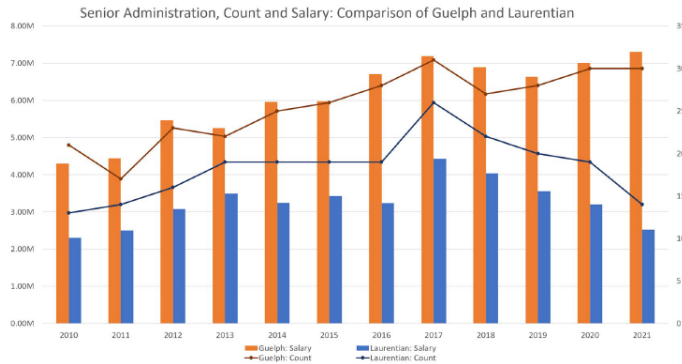
Members may know that I serve on the OCUFA Finance Committee, recently renamed the OCUFA Finance Working Group. I was asked to join this group in large part because of the yearly Analysis of University Finances report that I create as chair of the ad-hoc UGFA Financial Advisory Committee. Historical note: this committee was formed in 2011 to offer a financially informed resistance to the “Program Prioritization Process” being run by the Provost and President in that period; happily, not one recommendation of the report from that process was ever implemented. Each year, when I am content with a draft of the financial analysis document, a committee consisting of an UGFA staff member, an UGFA Executive member, and a member who has never before been asked to read a draft gives input that helps generate the final document. These documents have internal purposes, are also used by other FAs and OCUFA, and have in a recent year even been submitted as evidence as part of an arbitration hearing.

In Fall 2025, I was asked to give two presentations at the yearly *OCUFA Finance Workshop*, where I usually give a single presentation of some sort. Related to an aspect of the financial analyses, I was asked to speak on “*Uncovering What Universities Do with Their Money.*” As I

## Sunshine List data

- For UGFA communications, I have used graphs like this:

*Inspired by Auditor General's Report for Laurentian...*



*From: Uncovering What Universities Do with Their Money*

*Herb's OCUFA Presentation Fall 2025*

prepared the talk, I decided to dig a bit into salaries, and I ended up producing a very large Excel spreadsheet containing all Sunshine List data for all Ontario universities, with additional separate tabs for each university giving various comparative information and graphs just for that university, and with one last tab allowing comparison between universities. This spreadsheet was an unexpected takeaway for the workshop delegates. For the second presentation, I was asked to speak on “*Collecting (Financial) Data for Bargaining.*” I discussed various financial information that one should ask for in an “information request” in the ramp up to bargaining, and how the Administration often doesn’t give you what you ask for, creating information gaps. Using some UGFA anecdotes, I talked about how to move from living from just thinking about data at information request time to instead tracking data routinely. I also talked about how to weave together what they give you, what they don’t give you, and other things you can find and/or analyze to build your arguments for bargaining (and for the expected mediation brief). Both talks generated

- |   |  |  |
|---|--|--|
| <ul style="list-style-type: none"> <li>• Annual audited financial statements</li> <li>• Quarterly financial reports/statements</li> <li>• Current year budget variance reports</li> </ul> | <ul style="list-style-type: none"> <li>• Operating budget</li> <li>• Annual budgets and plans</li> <li>• The most recent multi-year planning document</li> <li>• The most recent enrolment forecast</li> </ul> | <ul style="list-style-type: none"> <li>• Any financial analysis</li> <li>• Financial details relating to a university's relationship with another institution</li> </ul> |
| <ul style="list-style-type: none"> <li>• Forecasts for year-end financial statements for the current year</li> <li>• Enrolment data from at least the last two years</li> </ul>           | <ul style="list-style-type: none"> <li>• Benefits</li> <li>• Salaries</li> </ul>   |  |
| <ul style="list-style-type: none"> <li>• Financial and performance metrics</li> </ul>   |  |  |

### UGFA Anecdotes & Recent Experience: Tracking Data

- You can stay on top of **these items** throughout the year by reading the BoG meeting packages
- You can try to stay on top of **these items** throughout the year by reading the BoG meeting packages
- You can stay on top of **these items** throughout the year by reading Admin communications (and Senate packages)
- UGFA's Analysis informs our information request. For example, we also ask for
  - Breakdown of each of the internally restricted reserves, based on allocation of funds with the breakdown of the “Division Reserves” including academic departments, the library, the Vet hospitals, each Dean's office, OpenEd, TSS, CCS, and other non-academic units
  - Copies of any payment, contribution, or transfer plans for any allocated internally restricted reserves
  - Copies of any documents related to the creation, purpose, and use of each internally restricted reserve

*From: Collecting (Financial) Data for Bargaining*

*Herb's OCUFA Presentation Fall 2025*

a lot of buzz and questions. OCUFA staff very kindly referred to my presentations as “the Main Event, as usual.” Many people pulled me aside throughout the day to ask specific questions.

The bargaining and finance work with OCUFA always generates extra external interaction. In the past year, a number of faculty associations have reached out because their Administration was telling them a “Chicken Little” story that the FA knows instinctively it could not trust, but the FA lacked internal capacity to analyze the situation. So, for example, they might hire an external consultant to provide them a review of the university’s most-recent audited financial statements or they might ask the OCUFA Finance Working Group for a casual assessment and advice. In the past year, I’ve had several such group meetings that flowed into me being emailed questions regularly. In the Fall, the FA at one of our neighbours invited me to visit to discuss pension, benefits, and bargaining. I have been receiving follow-up questions ever since. I’ve also spent Zoom time with legal counsel helping them prepare for the examination of witnesses on matters related to university financial health: audited statements, “internally” restricted money, the government funding model, etc.

### **University Pension Plan (UPP)**

A quick recap for new members. I was the UGFA lead in the process that built the UPP, spending many years on the project, with countless meetings. Along the way, I credentialized myself in the pension world, with certificates for trust/pension fund management, being a panelist at pension conferences, and being on the organizing committee of pension conferences. It may be worth mentioning for newer UGFA members, that the building of the UPP involved employers and employee groups at the three founding universities, Guelph, Queen’s, and Toronto. The building of the plan (i.e., defining its provisions, governance rules, etc.) and the conversion from our predecessor pension plan to the UPP were bargaining process. All of the employee groups had to bargain their “consent to convert” with their employer. All of the employee groups bargained a salary increase (an “offset”) in so that moving to the higher contribution rates of the UPP would not generate a take-home salary decrease. But UGFA bargained additional unique items:

1. The growth hiring commitment mentioned earlier in this report. Members may recall that converting to the UPP meant that that University no longer had to undergo solvency valuations and make solvency payments, in effect liberating the \$125M+ that the Administration had set aside in “Internally Restricted” reserves for such payments. As a result, I argued that some of that liberated money, which could be traced back to originally being intended for hiring, should finally be used for hiring.

After many meetings to bargain our consent, the Provost at the time, Charlotte Yates, finally signed the commitment.

2. A Chair's stipend is considered pensionable earnings under the UPP. In the UPP plan text, every member university has an appendix that, among other things, defines eligibility for UPP membership and the definition of pensionable earnings. The approach across the board for conversion was to use the exact same terms as in the employee group's predecessor plan. The employer-side legal team fought very strongly to maintain this approach. UGFA was the only employee group to bargain a change in their appendix. Just in case an explanation is needed, your UPP pension amount is determined in part by your "best average earnings" (BAE), where "earnings" means "pensionable earnings." As a result, being a Chair late in your career will likely make those years your highest (pensionable) earnings years and give a boost to your BAE, and hence your pension.

The UPP conversion consent vote was strongly passed by UGFA members. Without our "yes" vote, the Administration would not have been able to convert our predecessor plan and the creation of the UPP would not have occurred since there was government pressure to have all three universities involved.

UPP Employee Sponsor Committee (ESC). Since the creation of the UPP, I have held one of the six seats on the ESC. There are six employer seats on their Employer Sponsor Committee (ErSC), and together the two committees form the Joint Sponsors. The Joint Sponsors make high-level plan decisions: entrance of new joiners, appointing trustees to the Board of Trustees, the Funding Policy (which determines possible actions when the pension plan fund is over- or under-funded), approving filing of a valuation, etc. The committee is a lot of work and requires both quantitative/financial skill and political/bargaining skill (we interact with the employers, and both parties vote). During the past year, I served as one of the co-Chairs of the ESC.

On January 1, 2026, we welcomed Wilfrid Laurier University into the UPP, with them becoming the fifth university in the plan (Trent University joined a year earlier). We also welcomed numerous smaller entities, like OCUFA (whose staff are now plan members), and some other FAs (again, bringing their staff in). It is hoped that the FA staff being in the plan means that the FA will want the faculty and other members they represent to come in, hopefully creating momentum for discussions at their university. You may have heard that the University of Waterloo publicly announced its intention to explore coming into the UPP. Representatives from FAUW, their FA, have reached out to me, and I have visited them and fielded emails from them. Other universities are also in various stages of discussion or exploration. In fact, some FAs have fought in bargaining to get their Administration to agree

to these discussion, making a pension plan improvement the key goal of their current round of bargaining. Because of the various processes involved, including “consent bargaining” discussed earlier in this report and FISRA (the regulator) having to review and assess everything, let alone the communications campaign needed on campus, it likely takes no less than 2 years before a university comes in. Members who were here in Fall 2018 may remember my “pension road show,” when I visited ~40 different Departments/Schools to give a Prezi presentation on the UPP.

The government has been working to nudge along more pension plan migration to Jointly Sponsored Pension Plans (JSPPs), like the UPP, by bringing in legislation that defines how a Defined Contribution (DC) pension plan can enter a JSPP and have members buy “past service” with their DC cash amounts. The final legislation should come out this summer, and I expect that it will stimulate many universities with DC plans and/or employee groups at those universities to think about converting to the UPP. A big challenge for those groups and even other DB plans in the sector is the possible significant jump in contribution rates to the UPP’s rates. Sure, the three founders all secured the 1% offset we needed to convert, but there are many plans in the province that would see 4-5% increases in rates with the university not being able to afford an offset salary increase of that magnitude. As a result, in the past year or more, the Joint Sponsors and the UPP staff have been discussing the possibility of having a second lower level of contribution rates. The discussion is tricky, but it is also necessary due to the fact that a chief competitor JSPP, the CAAT plan in which the Colleges are, has flexible contribution rates.

In the past year, the ESC had some turnover, with John Tartt (Guelph Steelworkers) finishing his term and Troy Lundblad (Steelworkers researcher) taking over that seat. On December 31 of this year, Prof. Rob Hickey, who holds a seat appointed by QUFA in the past, will finish his term. Since we now have five universities in the UPP, a rule from the Labour Sponsors Agreement kicks in: one seat is appointed by UTFA (UofT’s FA), another is appointed by the second and third largest FAs in the plan (that’s UGFA and QUFA), and the remaining seat is appointed by the other FAs (that’s Trent’s TUFA and WLU’s WLUFA). So, in the next year, there will be a new appointee on the ESC, selected by TUFA and WLUFA. ESC seat holders must be members of the employee group or staff members of it. There are three trade union seats and three FA seats.

On the employer side of the Joint Sponsors, the ErSC was initialized with two seats going to each of the three founding universities. Seats were generally held by the VP Finance and VP HR. When Trent University came in, nothing changed, but when WLU came in, Sharmilla Rasheed, UoGuelph’s VP Finance, stepped down and Pamela Cant, WLU’s VP HR, came on. That leaves Elaine Do Rosario, UoGuelph’s VP HR, as the UoG voice on the ErSC.

Finally, the Independent Chair of the Board of Trustees, Gale Rubenstein, finishes her term at the end of year. The Trust Agreement allows for the Joint Sponsors to appoint a new Independent Chair—"Independent" because the person is jointly appointed and is seen as not representing just the employers or the employee groups—or, by default, to select a Chair and Vice-Chair from the existing Trustees, one of them being an ErSC appointee and one of them being an ESC appointee. We decided that we would seek to appoint a new Independent Chair for a five-year term, since the plan is still in a growth stage and we had a very positive experience with Gale. I was asked to serve on the search committee and agreed to do so. The search ran through the Fall, with a few updates along the way. We selected a short list and did the interviews early in the year. The selection of the person to whom to offer the job was completely straightforward, and the offer has been accepted. Since the name is not yet publicly posted, I cannot say any more, but the choice continues the fortunate trend of having truly exceptional people in the UPP leadership team.

## **EBC Summary Report: June 2025 through May 2026**

### Joint Salary Review (JSR) Committee

Joint Equity Survey: In June and July of 2025, a new self-identification survey was developed (the Joint Equity Survey). The survey was opened to all Members on August 1, 2025. During the time the survey remained open, reminder letters and updates were regularly sent to Members. UGFA members of the JSR committee also held a General Meeting in October in response to Members' concerns about participating in the survey. The survey closed on March 7, 2026. The response rate is 76%. This is low, and as a joint committee, we haven't yet decided if this data can be used. Recall that these data are / were planned for use in both updating the JSR model [LOU 17 (1)], and also a joint review of the outcomes for Tenure, Promotion, and Review for Members who a) self-identify as equity-seeking, compared to those who do not; and/or b) have a Teaching DOE of at least sixty percent (60%), compared to those who do not [LOU 17 (2)].

Joint Salary Review: The JSR committee is awaiting a date (from the University) as to when all data needed to update the existing JSR model (including salary data) will be made available so that both parties can update / agree upon revised model parameters and perform a joint review. We anticipate this data will become available this summer. Recall from LOU 17 that the JSR Committee shall complete the JSR report that will include details of the methodology, model, and high-level results of the review. This report will be shared with UGFA Members. If recommendations can be jointly agreed upon, these recommendations will also be shared.

### UGFA Representative re: T&P Activities

Over the past four years, the UGFA has participated in FASR's annual T&P online training sessions. Questions about the CA and interpretation of Article 21 come up often. I again participated in the following sessions (August 2025).

- Training for T&P Committee Members (Aug. 14 & 18)
- Training for T&P Committee Chairs (Aug. 15)
- Training for T&P Committee Floaters (Aug. 19)

The upcoming 2026 T&P cycle is special. In October of 2025, the UGFA began preparations to help minimize Members' anxiety and find a way to help Members more easily create and submit their assessment files. Some of my contributions include:

- Co-presenter in FASR/UGFA presentation to COCs (Dec. 8)
- Trainer in FASR/UGFA UNIWeb training sessions (Jan. 28 & 29; Feb. 2 & 4). By way of further information, FASR and UGFA plan to present more help sessions in June and July. Dates, times, and location to follow.
- Participated as UGFA representative re: FASR's Online T&P help / training session focused on helping Members that plan to apply for Tenure / Promotion (May 6). By way of further information, I will again be available to answer T&P related question in the upcoming online session scheduled for June 11.

Susan Chuang, Chair of the Academic Freedom Committee

For the academic year, 2025 – 2026, there have been no cases/issues brought directly to my attention. However, in UGFA Council meetings, there have been grave concerns about how Administration may have an “expectation” that some faculty members forsake their intellectual property (course development, curriculum, lecture notes, etc.) with no compensation. This is an affront and goes against the spirit of academic freedom.

The Jay Newman Award for Academic Integrity was awarded to Dr. Philip Lee is a Law Professor at St. John's University of School of Law, New York. Dr. Lee graduated with a Masters in Education and a Doctor of Education from Harvard Graduate School of Education, and a Juris Doctor from Harvard Law School. Lee's research and writing explores academic freedom, diversity, and education access.

## Health & Safety Chair Report for UGFA General Meeting, May 20, 2026

As a newly appointed UGFA representative on the Central Joint Health & Safety Committee (CJHSC), some of the data presented is only partial and does not cover time prior to September 2025.

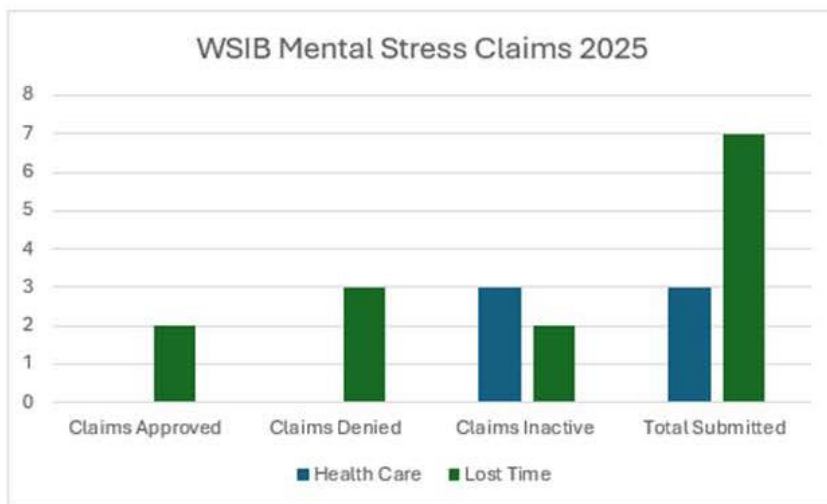
- 1) As the current structure of the CJHSC does not fully align with the requirements of Section 9 of the Occupational Health and Safety Act, a subcommittee was formed to explore the creation of a multi-workplace Joint Health and Safety Committee (MJHSC). After consultation with the Ministry of Labour, Immigration, Training and Skills Development, bargaining unit leadership and the CJHSC Subcommittee on JHSCs, the structure of the new MJHSC will include the following locations: University of Guelph (Guelph Campus), Turf Grass Institute, Arkell Equine Research Facility & Arkell Poultry Research Facility, Elora Dairy Research Farm, Elora Beef Farm, Elora Research Station Office & Ontario Crops Research Centre, Elora Swine Research, Ponsonby Research Station, Alma Research Station. The subcommittee also drafted the Terms of Reference (TOR) for the new committee, which will ensure representation from all collective bargaining units and non-unionized employees. After several rounds of consultation and feedback with the ministry, the TOR is close to being finalized. The newly appointed MJHSC members will then be required to review and sign the document prior to submission to the Ministry. Following submission, the ministry will issue an order authorizing UoG to proceed with establishing the MJHSC.
- 2) Risk Assessments: after concerns were raised regarding the risk assessment processes (possible lack of consultation with workers), EHS will develop a document to guide the risk assessment moving forward. Part of this process will be to ensure that, where applicable, there are consultations with employees who perform or support the tasks being assessed. These employees will be engaged to review the draft risk assessment findings recommendations, controls and outcomes. It was further clarified that once a draft assessment and all supporting background work has been completed, EHS will conduct a fact check with the employee group, where applicable, to verify accuracy and incorporate any feedback and revisions as needed.
- 3) Workplace / Ground Inspections Update: Inspection have been taking place throughout the year as per schedule. Reminder that if anyone sees issues as they walk around the campus, please send a work order request to [wo@pr.uoguelph.ca](mailto:wo@pr.uoguelph.ca) (preferably with a picture for background and context).
- 4) Mental Health Supports: resources to address mental continue to be updated. This includes information, training and support. Please consult <https://www.uoguelph.ca/wellnessatwork/> for information and resources, and schedules of events. EAP/EFAP (1-800-663-1142) continues to support eligible staff and their

dependents. There is traditional counselling available as well as a variety of other programs under “LifeSmart” by Homewood Health. This includes programs such as smoking cessation, financial planning, legal assistance, nutrition assistance, grief/loss coaching, first-time parenting advice, marital counselling among others. For additional information contact EFAP services online (<https://homewoodhealth.com/corporate/contact-eap-efap>). EFAP Pamphlets (hard copies) are available for pick up at the OHW main office, Rm. 179 in Alexander Hall.

- 5) Environmental Health and Safety (EHS) Report: EHS provides multiple training and information sessions throughout the year. Please consult <https://ehs.scs.uoguelph.ca/> for schedule and details. On January 1, 2026 a new EHS registration system went live (<https://uoguelph-ehs.libcal.com/>). Of note, courses are now available to members the morning after they register.
- 6) Critical Injuries: On September 29, 2025 a fall occurred when exiting Massey Hall’s front entrance. On April 24, 2026, a visitor fell down the concrete landing stairs in the Alumni Stadium resulting in head injury. On both instances, a followup investigation found no concerns with the condition of the areas.
- 7) WSIB Mental Health Claims: Summary of claims for the 2025 year are presented in the following table. Note that inactive claims refer to cases where the employee either did not follow up with WSIB, abandoned the claim or voluntarily withdrew their claim by reaching out to WSIB directly. As well, only two of the claims have been approved by WSIB.

Claim Type	Claims Approved	Claims Denied	Claims Inactive	Total Submitted
Health Care	0	0	3	3
Lost Time	2	3	2	7

\* Inactive claims are abandoned by the employee or withdrawn by the employee



8) Summary of incident reports for the 1st quarter of 2026:

1Q Monthly Breakdown of Number of Reported Incidents

Month	Lost Time	Health Care	First Aid	*Critical Injury	NI or Hazard		Total Incidents Reported
Jan	2	5	29		7		43
Feb	4	2	17		5		28
Mar	2	6	22		8		38
<b>Total Q1</b>	<b>8</b>	<b>13</b>	<b>68</b>	<b>0</b>	<b>20</b>		<b>109</b>

Analysis of Health Care Incidents

Health Care	January	February	March	Total
Animal Bite/Sting/Scratch		1		1
Electrical Shock/Burn				0
Exposure to Possible Hazardous or Infectious Material	1			1
Loss of Consciousness				0
Needle/Puncture/Sharp/Cut				0
Over Exertion-Muscle Strain	2	1		3
Repetitive Strain	1		2	3
Slip Trip Fall	1		1	2
Struck Against Object			2	2
Struck By Object				0
Other			1	1
				13

Analysis of Lost Time Incidents

Lost Time	January	February	March	Total
Animal Bite/Sting/Scratch				0
Electrical Shock/Burn		1		1
Exposure to Possible Hazardous or Infectious Material				0
Loss of Consciousness-Work Related				0
Needle/Puncture/Sharp/Cut				0
Over Exertion-Muscle Strain	1	1		2
Repetitive Strain				0

Slip Trip Fall	1		1	2
Struck Against Object				0
Struck By Object		1		1
Other		1	1	2
				8

- 1) UGFA member complaint: On the morning of April 10, 2026, a member noticed blood on the 6th floor of MacKinnon, a smashed window to MCKN 621 and tempered ceiling light. A call was placed to the Campus Safety Office (CSO) and an officer was dispatched within 5 min. Although campus police did investigate, no follow up was done with the member for an additional 2hrs, which left the member wondering if the space and people were safe. That lack of communication and follow up led to a claim submitted by UGFA to the health and safety committee. The issue was discussed at the joint committee meeting on May 13, 2026. Although CSO considered this incident as minor (burglary, vandalism), the office acknowledged that there was a lack of communication and agreed to review their procedures. Specifically, ensure that dispatch officer show more empathy, enquire about the health and safety of the person calling, and follow up with the caller to enquire about their affective state and wellbeing.

## Unit 2 Report AGM

A new collective agreement (CA) was agreed and ratified this past summer. The new agreement is effective May 1, 2025, and expires April 30, 2028. As part of the new agreement, we had a joint UGFA unit 2/Ridgetown joint teaching conference on April 14/15, 2026. This conference covered several topics important for the academic goals of Ridgetown campus including student engagement and artificial intelligence. A significant change in leadership occurred this past summer. A new interim Associate Director was put in place in July 2025 and is still currently in place. The campus has been told to come up with a new 20-year plan which has alleviated some concerns from Members about campus closures and job losses. The new leadership has been more collaborative with UGFA than the previous, which has led to a more positive work environment on campus amongst Members. That does not mean there are no concerns from Membership. The main area of concern currently is we still have several temporary full time (TFT) Members that are eligible to be converted to regular full time (RFT) and have not been. The language in the CA states that Members are eligible for conversion after 5 continuous years, but several Members have been employed longer than this and have not been converted. There have been inconsistencies amongst the Members of who gets converted and who doesn't. This has been a consistent problem and will need to be addressed in future CA bargaining.