

Unit 2 Report May 2024 Annual General Meeting Report

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The College Professors, Researchers and Lecturers continue to be thankful for the Faculty Association for their support of our Membership at the Ridgetown Campus. Since the pandemic, the RC has had a complete change in the leadership team, its management structure and numerous retirements, from both the Faculty and the College Professors. These changes mean a lot of assistance is required from the UGFA. The Director and Associate Director, who are both new, have very little agriculture and academic experience. This presented many challenges that were resolved by the UGFA team or through the collective bargaining process.

The Unit 2 Collective Agreement expired in April 2023. Bargaining began in the spring and we agreed to the 3 times 1% under Bill 124. The agreement successfully included the same Faculty benefits plan, and much needed changes that directly support Members including timelines and processes for assignment of teaching. As fictional examples, a business college professor was assigned to teach a hands-on practical horticulture course and College Lecturers are hired the day before the semester starts. Teaching assignments for all Members, were often not known until a few days before classes start. We gained language that protects and informs our Members of their teaching and research responsibilities with adequate timelines. The other biggest issue was workload which is defined in the CA by a specific number of stand-up teaching hours assigned to a full-time Member. This was often inequitably, unevenly and unfairly distributed across the semesters, seeing some Members teach 5 courses in 1 semester and 1 course in another. There is now language to mitigate these problems. As a carryover from previous administrations, the Members were often assessed on their ability to set and complete "approved" goals rather than on their accomplishments, this is now gone. We were also successful in gaining a jointly sponsored Faculty Teaching Conference and Retreat. In the end the agreement was ratified in November and with the repeal of Bill 124, a market adjustment was added as incentive to vote yes to the agreement. We start negotiating again in 2025.