



# NEGOTIATIONS

Representing Faculty, Librarians & Veterinarians

## Negotiations Update

### UGFA Bargaining Team

Scott Gillies (Chief Negotiator), Scott Colwell, Mary DeCoste,  
Sue Hubers, David Josephy, Herb Kunze

September 3, 2014



## TODAY'S AGENDA

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- Bargaining Objectives
- Tentative Gains and Compromises (signed off)
- Outstanding issues – Comparing Offers
- Some insights from OCUFA around the Province
- Q&A



## TEAM

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- Scott Gillies (Library, Chief Negotiator)
- Scott Colwell (MCS, CBE)
- Mary DeCoste (SOLAL, COA)
- Sue Hubers (UGFA)
- David Josephy (MCB, CBS)
- Herb Kunze (Math/Stats, CPES)



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## PROGRESS of Bargaining

### Milestones

- April 28, 2014 – Start of Bargaining
- May – June – Active Bargaining
- June 30 2014 – Contract expiry
- July 22, 2014 – Mediation (*unsuccessful*)
- August 8, 2014 – Offer of Arbitration (*rejected*)

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- September 8-9 – Strike Vote
- September 10, 12 – Conciliation



## UGFA OBJECTIVES

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1. Strengthen Collegial Governance
2. Defend Members' Job Security
3. Propose Innovative Solutions for Long-Term Pension Sustainability
- 4. *Bargain Fair Compensation***
5. Workload: Strengthen Safeguards and Increase Transparency
6. Improve T&P/CAP Processes
7. Correct Collective Agreement Processes



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## Faculty Workload

- Departmental teaching norms embedded in Art. 18
- Right to choose teaching evaluation methods and release of info (LOU)
- Assignment of courses and TAs

## Positive Gains (1)



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## Positive Gains (2)

### Faculty Workload (cont'd)

- Language on scheduling (fair and equitable) for clinical faculty
- Limits to other groups doing faculty work (renewed LOUs limiting CUPE and Professional staff teaching)



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## Positive Gains (3)

### Chairs/Lib Admin Appointments (Article 20/27)

- Clarification on timelines to replace and acting appointments
- Clarification on roles (consistent with status as peer)





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## Positive Gains (4)

### Librarians and Veterinarians Workload

- Improvements in scheduling
  - Time for scholarship and service
  - Scheduling provisions (changes) strengthened
  - Clarity for assignment on clinics



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## Positive Gains (5)

### Working Conditions (Article 17)

- Imposition of new software or technology
  - Rights to Privacy
  - Responsibilities of the university
  - Need to consult with UGFA



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## Positive Gains (6)

### Improvements to T&P/ CAP (Articles 21, 28, 33)

- Removal of “direct knowledge”
- Clarity on committees’ constitution
- Clarification on final decision of President

### Improvements to Discipline (Article 39)

- Clarification on timelines
- Improvements to process



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- Article 24\*
  - Administration’s proposal to gain the right to lay off UGFA Members under program reorganization > REMOVED

*\*Transfers, Redeployment or Buyouts of Faculty and Librarian Members Due to Restructuring or Academic Program Reorganization*



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## Compromises (1)

- DOE (Article 18.18)
  - Administration right to make unilateral changes
  - **ONLY** applicable in specific cases outlined in LOU (repeated discipline, transfers, resetting DOE for completed research chairs)
  - Temporary in nature (LOU and effect of change)



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## Compromises (2)

- Right to assign teaching in third semester (limit 1 course) for DOE with 70% Teaching
  - *Must be given 1 R&D semester over 2 year period*
- Assignment of scheduling



Pause

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Where we are stuck: Financial terms

>>>But this is not just about \$\$\$

The Admin's offer is *not* fair, nor is it justified under the current circumstances; it is out of line with other deals in the Province



## Some Reminders

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- University Financials: \$200M + carry forward surplus (and growing – last year another \$7M surplus!)
- University has pledged to move forward with its reckless budget cuts despite financial situation and negative impacts of PPP
- University's own figures demonstrate that fewer faculty are being replaced AND the remaining faculty are teaching more!





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## Some Reminders (2)

- The UGFA initiated framework agreement on pension reform (received no positive movement on \$ matters in recognition)
- The UGFA has offered to send outstanding financial matters to Arbitration (twice!)
  - Administration has ***flatly*** rejected both offers



## UGFA – Key Points on Compensation(1)

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- Modeled on University-announced budget projections (2-3%/annum)
- Bargaining to Sector Norms
  - ATB/COLA – average of 2.08%/ 3 yrs.
    - (Ontario average = 2-2.5%)
  - Career Increment – increase to \$2,550 (av. award for ‘Good’)
    - (Ontario average = \$3K)



## UGFA – Key Points on Compensation(2)

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- Merit
  - Agreed to Admin demands to distribute ONLY to VG and Outstanding, **but** only if ACI is increased
  - Following Admin's proposals, counter-offered to accept merit as one-time/lump sum



## UGFA – Key Points on Compensation(3)

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- No fundamental changes to Salary System
  - Career increments cannot be lump sums!
  - Base components (ACI, Merit, Promotion, ATB) should remain substantially unchanged
  - All Members on same scale
  - Pay on SRLs should **not** be reduced



## UGFA – Key Points on Compensation (4)

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- Pension and Benefits
  - Benefits
    - Modest improvements to health (increase psychological coverage, vision, LTD)
    - Increased contributions from Members to Pension must be accompanied by joint governance



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## Administration – Key Points on Compensation (1)

- Administration believes that Canadian faculty are the **highest paid** in the world
  - Guelph faculty are **overpaid**  
 (“extremely generous settlements”)
- They want to cut your compensation ***relative*** to other Ontario universities



## Administration – Key Points on Compensation (2)

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- **ATB/COLA = 0.5% / 0.75% / 1.0%**
- **Career Increments**
  - Lump sum in Year 1; cut by 30-40% in subsequent years
  - Small increases for promotion



## Administration – Key Points on Compensation (3)

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- Merit
  - Merit awards given (then taken away in Yr. 1!)
  - Only for higher rated (not for “Goods”)
    - Combined with lower ACI, Goods will get **half** of what they did in 2013





## Administration – Key Points on Compensation (4)

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And also... some really crappy stuff:

- Study/Research Leave
  - 15% cut in pay for Study/Research Leaves after first leave (Articles 22 / 53)
- Vacation
  - Claw back up to two weeks of carry-forward



## Administration – Key Points on Compensation (5)

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And also... more really crappy stuff:

- Vets
  - \$2000 lump > then 3 year effective pay freeze!\*

*\*The Administration has clarified that Veterinarians would be eligible for the same ATB, ACI and Merit based on their last proposal (salary comparison table update on slide 28)*



## Administration – Key Points on Compensation (6)

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### And further...

- **Benefits**
  - Saying 'no' to any improvements; maybe renew one LOU (counseling)
- **Pension**
  - Members **pay more** in contribution increases (capped at 0.5% / yr.) based on their actuary's opinion



# Compensation Comparison Table

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**Effective Date**                      **July 1, 2014**                      **July 1, 2015**                      **July 1, 2016**

\*All increases deemed to be to base salary unless noted as a lump sum.

ATB/% Mgmt	0.50%	0.75%	1.00%
ATB/% UGFA	1% + \$1,000	2.25%	2.25%
ACI Mgmt	\$1000 (lump)	\$1,300	\$1,500
ACI UGFA	\$2,550	\$2,550	\$2,550
Merit Mgmt	\$1000 (lump)	\$800	\$800
Merit UGFA	\$800 (lump)	\$800 (lump)	\$800 (lump)
Promotion Mgmt	\$2,100	\$2,200	\$2,300
Promotion UGFA	\$2,550	\$2,550	\$2,550
Lump Sum for Vets Mgmt	\$2000 (lump)		
Lump Sum for Vets UGFA	\$2000 (lump)		



# Modeling Impact of Salary Proposals

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		YEAR				Cumulative Net Difference	
		2013	2014	2015	2016	2016	2020
Faculty Member A	Administration	\$ 85,000	\$ 85,425	\$ 88,184	\$ 93,683	\$ 17,245	\$ 50,334
	UGFA	\$ 85,000	\$ 89,400	\$ 93,962	\$ 101,176		
	<i>McMaster</i>	\$ 85,000	\$ 89,463	\$ 95,324	\$ 102,476		
Faculty Member B	Administration	\$ 115,000	\$ 115,575	\$ 118,885	\$ 122,716	\$ 17,772	\$ 51,283
	UGFA	\$ 115,000	\$ 119,700	\$ 124,943	\$ 130,304		
	<i>McMaster</i>	\$ 115,000	\$ 119,763	\$ 125,927	\$ 133,538		
Faculty Member C	Administration	\$ 140,000	\$ 140,700	\$ 143,055	\$ 145,986	\$ 22,674	\$ 70,007
	UGFA	\$ 140,000	\$ 144,950	\$ 150,761	\$ 156,704		
	<i>McMaster</i>	\$ 140,000	\$ 144,110	\$ 149,588	\$ 156,586		
Vet Member D	Administration	\$ 110,000	\$ 110,550	\$ 111,379	\$ 112,493	\$ 25,032	\$ 80,377
	UGFA	\$ 110,000	\$ 114,650	\$ 119,780	\$ 125,025		

Note: "Cumulative Net Difference" compares the Administration and UGFA proposals



## Reflections on Administration Offer

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- Would provide for the worst career increment/progress awards in Ontario
- Would provide the lowest ATB/COLA awards in Ontario (among currently settled agreements)
- Would provide the worst sabbatical leaves in Ontario



## From Around the Province

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- Discussion from OCUFA
  - Donna Gray (Research Director, OCUFA)
  - Dr. Kate Lawson (President, Faculty Member at UW)



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## WHAT'S NEXT?

- **Strike Vote**
  - September 8<sup>th</sup> and 9<sup>th</sup>
- **Conciliation**
  - September 10<sup>th</sup> and 12<sup>th</sup>
- **If unsuccessful – “No Board Report”**





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## QUESTIONS

- Summary – We need your support to get a fair agreement!
- Questions; Discussion