



## Negotiations: Update

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Negotiation Update -  
We need to know  
what you think so  
please come to the  
General Meeting on:

Wednesday June 1  
10:00 a.m.  
MacKinnon 115

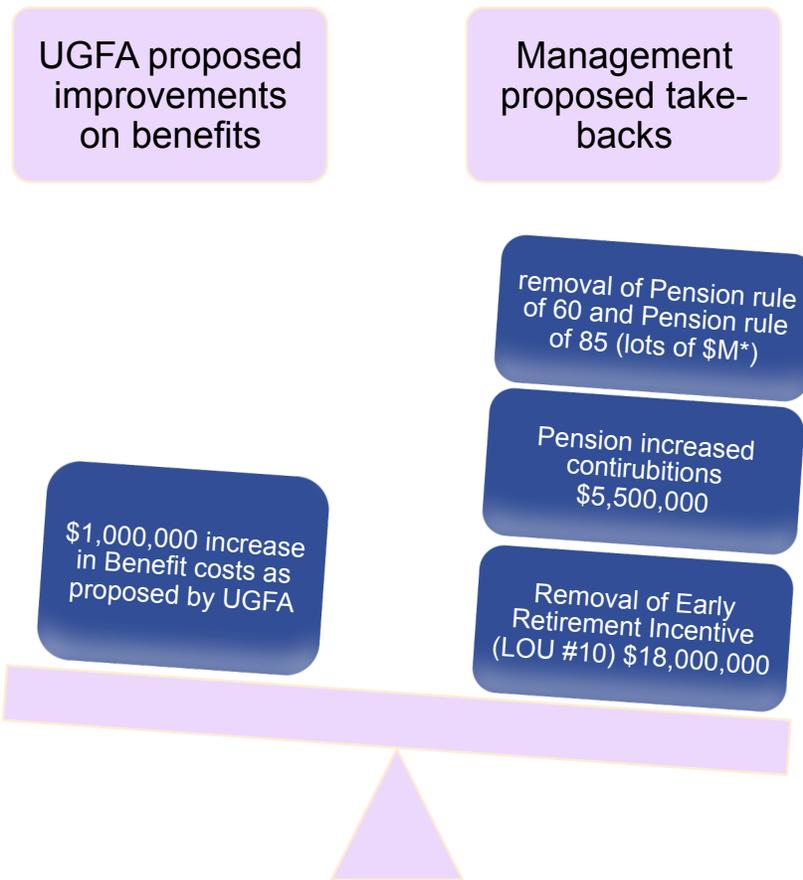
The Association and Management have been in negotiations since March 31, 2011.

Until this point, Negotiations have proceeded fairly well. We have tentatively signed off on numerous articles and are close to signing off on others. For example, we have signed off on Correspondence and Information, Administrative and Board Appointments, Accommodation of Members with Disabilities, and we are close to agreement on Promotion and Tenure.

Both parties have now tabled their positions for salary and benefits, and management has tabled their proposal on pension. UGFA believes that our financial proposal was, and continues to be, a reasonable basis to bargain relative to our sister institutions and in consideration of the 'take-backs' that management has proposed, as noted on the following page. Management has indicated that they believe that our proposal is fiscally irresponsible.

To clarify, we are providing a copy of approximate costing of the current proposal from UGFA and management.

Management has proposed across the board salary increases of 1.0% – 1.75% (5.25% over 4 years) with no money for a competitive adjustment. We have proposed 2.9% in each of two years, with a competitive adjustment of \$1,500 per member per year to ensure 5<sup>th</sup> place within Ontario Universities.



- Management's across the board salary offer for the first 3 years is only 60% of the amount negotiated with CUPE (5.75% for CUPE; 3.5% in first 3 years of UGFA offer)

**In addition to the financial 'take-backs', there are a number of other serious concerns:**

- A new **Conflict of Interest and Conflict of Commitment** clause which would limit what Members could do, including on their own time. Specifically, a Member could not engage in external remunerative employment with a 200 km radius of the OVC, which is in direct competition with services provided by AHL, or the OVC Health Sciences Centre (HSC).

\* cost unknown

- **Removal of Performance Increments** for all Members who are not rated as "very good" or "outstanding".
- **Removal of all performance increments for non-AHL Veterinarians.** Management desires to change the compensation model for OVC HSC Veterinarians.
- In response to the Association's proposal for better benefits, management has raised '**partial funding for study/ research leave**' to offset benefit improvement cost.
- Management has rejected our proposal to deal with workload and the academic integrity of the university.

We continue to work towards a fair and equitable collective agreement.