



# The NEGOTIATOR #2

## It takes a long time to get half-way there

In August the Labour Relations Board presented their ruling which granted union status to your Faculty Association. Since then thousands of hours have been spent preparing the principles and possible language for a first contract. Since the middle of January the membership of the bargaining unit have been approving the principles.

Currently there are four non-financial principles left to be discussed and approved by the membership. The Articles are: 'Promotion and Tenure', 'Leaves', 'Transfers, Program Redundancy and Amalgamation', and 'Responsibilities of Chairs'. As you were previously notified, the principles for these Articles will be presented on **Thursday February 15 at 4:30 p.m. in MacKinnon 223**. This will complete the non-financial package which, when translated into contract language, will be presented to the University. Then begins the hard bargaining: we will not necessarily get everything we ask for.

The **major Articles and Principles** which have been approved are as follows:

Article	Principles
Academic Freedom	Continuation of current policy and practice
Work of Bargaining Unit	Work that <u>should</u> be done by Members <u>shall</u> be done by Members
Member Rights and Duties	Ensuring a fair, equitable and transparent process for the assignment of duties.
Human Rights and Accommodation	Embedding current policies and ensuring that this becomes an equitable and accommodating workplace.
Research and Intellectual Property	Rights remain with the creator.
Research Policies and Procedures	A collaborative attempt to create and maintain a vibrant creative environment that furthers rather than hinders research and scholarship.
Academic Appointments	A fair and open process under departmental control

Discipline and Dismissal	Fair, open, progressive and for just cause.
Grievance	Association carriage rights with binding and precedent-setting results. Access to arbitration.
Personnel Files	Members will be notified when anything is placed in their personnel file and have complete rights to access and challenge such placement.
Correspondence and Information	The University shall supply required information to ensure appropriate representation by the Association.
Association Recognition, Rights and Duties	The Association is the sole bargaining agent for members of the bargaining unit as in law and practice.
Management Rights	Whenever possible there will be collaborative efforts to maintain the best possible academic and scholarly environment whether it be health and safety, innovation, teaching, or periodic planning for the future.
Past Practices	Recognized existing practices remain in effect unless altered by the Agreement.

We expect that these principles will lead to agreed upon contract language within a reasonable time.

## **Now the Hardest Part of the Rest of the Way...**

### **Financial Matters**

As you know, UGFA has been engaged in a careful process of consultation and discussion with the membership. Based on this consultation, the principles for the most resonance are:

- as the number 1 comprehensive University in Canada, our members remuneration should be consistent with that success;
- our members wish to see us maintain the current level of benefits;
- improvement to the pension plan are needed and any changes to the pension plan must be approved by the Association.

We expect that this will be the longest and most difficult part of the negotiations with the administration. We will be holding a meeting on **Monday February 26 at 9:30 a.m. in Crop Science 117** to discuss salary principles with you, our members.

### **What about 1 July...**

We doubt that negotiations with the administration for a first collective agreement will be finished by 1 July. In that case, the settlement will have to be retroactive.