



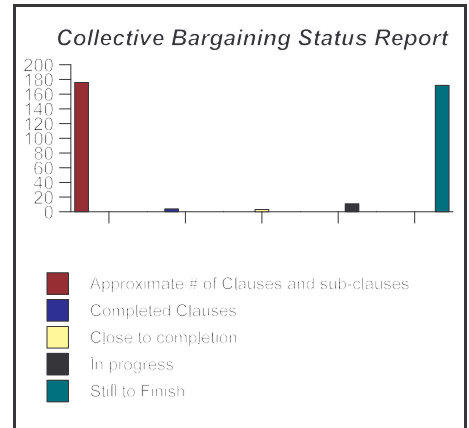
NEGOTIATION REPORT

September 24, 2007

GENERAL MEETING #2
Tuesday October 2, 2007
1:00 - 3:00 p.m. UC 103
Purpose: Update on Negotiations



1. Approval of Agenda
2. Approval of Minutes
(available at www.uoguelph.ca/~facassoc)
3. Update on Negotiations
4. Motion on Conciliation



At a General Meeting of UGFA, held on September 10, 2007, our negotiation team updated Members on progress towards signing our first Collective Agreement with the University Administration. After 50 hours of negotiation, the parties had not been able to agree on anything. The following motion was **unanimously approved**:

If the administration does not respond, in writing, in full, to the Association proposals by October 1, 2007, the UGFA shall call another meeting of the membership to consider proceeding to conciliation.

Since then, your negotiation team has again been hard at work. We have now met eighteen (18) times with the administration for a total of seventy (70) hours. We have presented all of our approved articles to the Administration, including the monetary articles (salary, benefits and pension). Indeed, the Administration has had our non-monetary proposals for **six months!** We actually did reach agreement on a few articles, but they were all relatively simple ones, such as the procedures for printing and distributing the copies of the final agreement. **With regard to substantive matters of principle, we have had few responses indicating the Administration's positions.** This makes for slow negotiation progress because it is impossible for our negotiators to see the full dimensions of the University's opening bargaining position. It is often said that a negotiating team will "give a bit on money if it gains a bit on principles", or vice versa. But our team can't do any such bargaining, because we have only been given small fragments of the University's position.

We wrote a letter to Martha Harley, University Chief Negotiator, notifying the Administration of the unanimously approved motion from the September membership meeting. We have received no written response, though the University commits to try to provide a response to all of our non-monetary proposals by the end of October. In summary, progress continues to be slow and arduous.

What is conciliation? (from the Ministry of Labour FAQ)

"Conciliation is a process by which a trade union or an employer can ask the Ministry of Labour for help in resolving their differences so that they can reach a collective agreement. Either party may apply to the Ministry. If parties are in negotiations, conciliation is mandatory in the sense that the parties must use the government's conciliation services before they can get into a position to engage in a strike or lock-out."

The next General Meeting of the Membership is scheduled for Oct. 31, UC 103 from 12-2

