



The NEGOTIATOR

#1

December 2006

REPORTING ON NEGOTIATIONS TOWARDS THE FIRST COLLECTIVE AGREEMENT FOR FACULTY, CLINICAL FACULTY, AND LIBRARIANS AT THE UNIVERSITY OF GUELPH

Negotiations have begun. In November, the UGFA and Administration negotiation teams had four face-to-face meetings. A brief summary of each of these meetings is provided below, so you will have some idea of progress to date.

Meeting #1 - November 8, 2006: Pleasantries were exchanged, and there was discussion on proposed protocols for the negotiations. The UGFA Chief Negotiator, Ed Carter, presented a list of Articles that UGFA would be proposing. He explained that we would bring forward detailed wording for each proposed Article (i.e., the Association's Position). Before each Article is brought to the table, UGFA Council and UGFA General Membership Meetings are asked to approve the *principles* of each Article.

Meeting #2 – November 9, 2006: There was continued discussion of the protocol proposals for the negotiations. The Association provided copies of UGFA Proposed Articles 1 through 9, 12, and 13, which have been through the UGFA principles-approval process, and Ed Carter presented each of these Articles.

Meeting #3 – November 15, 2006: There was continued discussion of items in the negotiation protocol proposals. The Administration team members asked questions and commented generally on the Articles that had been presented in the previous meeting.

Meeting #4 - December 6, 2006: There was continued discussion on the protocols. It was agreed that by the end of January the Association will provide wording for all potential Articles within the collective agreement being negotiated, except monetary articles such as those concerning salary/pension/benefits. Both sides will meet again in February.

In addition to the four meetings above, there have been several short meetings between the two Chief Negotiators, Ed Carter (UGFA) and Martha Harley (Administration). These meetings were intended to establish agendas for future meetings, to discuss the provision by the Administration of information that has been requested by UGFA, to consider the "scope" clause for the Bargaining Unit, and to establish an Interim Agreement or Memorandum of Understanding between the University and UGFA.

Progress...

Scope clause: We hoped that the Labour Board's official certificate (issued in August) would settle the question of the definition of the Bargaining Unit (who is "in", who is "out"). Unfortunately, our certificate did not quite do that. It does not clearly define "Directors" –some are the equivalent of Chairs (should be *in*) while others are more administrative in their duties (should be *out*). An Employer and Union may reach mutual agreement when such issues are unclear. We are close to an agreement.

Timing: We are well aware that negotiation of a first Collective Agreement takes time. The many long hours that UGFA committees have spent preparing Articles to bring to the negotiating table are only the beginning of the process. We will bring a proposal by the end of January, without monetary issues, but we are anticipating completing the proposal, inclusive of monetary issues, in February. With a full package on the table, vigorous negotiations will begin in February.

Information: In order to prepare a negotiating position, we need to obtain information from the University – and we are entitled to it, as your representative Union. While we have received some of the requested information, other basic data tables about university operations seem to be surprisingly hard to prise from the Administration. We have been assured that we will receive available information by the holiday break. Some information is only available at the local level and we hope that the Chairs will assist the administration by responding promptly to requests for information. To put it simply and accurately: until we know exactly where we stand now, we cannot propose where we should be next year!

Coming Next...



In January there will be a **General Meeting** to, among other things, approve the principles of the remaining Articles being proposed for the Collective Agreement. Time and place for the meeting to be announced once the availability of rooms for next semester is known.