



## **Negotiation Updates**

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**February 21, 2006**

Average Salary Comparison and [5th Place](#)

**February 16, 2006**

Please see the Executive Editorial on [Merit Pay](#).

**February 6, 2006**

The [Guiding Principles](#) for LTSB Negotiations are now available.

## **May 3, 2005**

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The proposed Memorandum of Settlement for 2005/2006 and 2006/2007 was approved by the Faculty Association membership by ballot vote.

**March 23, 2005**

The second Salary and Benefits negotiation meeting took place on Tuesday, March 8. At this meeting, UGFA received the response of the Administration to our initial proposal that we presented at our first meeting on Tuesday, March 1. The response from the Administration included their initial offers for improvements in salary and benefits.

At the third meeting on Tuesday, March 22, we responded to the comments from the Administration regarding our first proposal, as well as to their offers for salary and benefits improvements. It was agreed that the two sides were far apart on what was appropriate for increase in base salary. We also differed on points concerning improvements on issues such as Day Care Access and Compassionate Care.

The Administration has made clear their concern about our current ranking amongst Ontario Universities using average salary adjusted for age. They are anxious to correct it and feel they can make the appropriate adjustments to do so, provided sufficient time is allowed for the process. They are now involved in modifying their last proposal and we shall meet again on Tuesday, March 29.

Please send any comments or questions you may have by email to [Ian McMillan](#)

Ian McMillan  
Chief Negotiator

**2005 Feb 24**

ALL FACULTY AND LIBRARIANS

You have all seen [our salary proposal](#) and that of the Administration. Our proposal listed what we believe is fair compensation for the superior performance over the last several years. The proposal from the Administration did not include any clear offer of salary increase, emphasized difficulties with budget management and expressed a desire to review the LTS&B before the scheduled date for doing so (January 2006). As we expressed to the general meeting of UGFA on February 14, LTSB reviews are not a matter for salary negotiations.

At the first negotiating session, which occurred on Thursday, February 17, each side questioned the other's

proposal. The CPI figure that is used for assessing whether any immediate changes to salaries are in order was provided by the Administration and UGFA agreed to verify it by the second meeting. The proposal from the Administration also included the desire for a multi-year agreement. We recognize that several changes in the funding process for post secondary education may take place shortly. It would seem inappropriate to agree to a multi-year salary settlement.

The issue of the university not maintaining the average salary of faculty and librarians at a position which is at least fifth highest in the Ontario University system was briefly discussed. Questions about our request for an increase in base pay (3.5% Across The Board and 2.5% for Academic Achievement) were raised. Altogether it was a useful beginning to what may be a rather difficult set of negotiations. We have agreed to a schedule for the next few weeks and hope very much to arrive at a mutually acceptable settlement. We shall keep you posted.

On another matter, UGFA Executive will be surveying members on how they wish to proceed with the amounts owed to faculty due to our not being in 5th place for the past two years (approximately an average of \$7,500 per faculty member based on \$3,000 in 2002/2003 and \$4,500 in 2003/2004). Please make sure you respond to the survey. This is what will guide the Association in their talks with the administration.

[Ian McMillan](#)

Chief Negotiator

## 2005 Feb 02

General Meeting to discuss Negotiations  
Monday February 14th, 2005  
4:00 p.m.  
Thornborough 1307

## 2004 Nov

The Salary Survey has recently been sent to you (Late October/Early November 2004). Please respond to this survey as it is your input which determines our priorities during negotiations.

A General Meeting of the faculty and librarians will be held in January of 2005.