

# UGFA

University of Guelph Faculty Association

## Newsletter

January 21<sup>st</sup>, 2008

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## Upcoming Events

### JANUARY 25<sup>th</sup>

The **2008 UGFA Jazz Night** will take place on Friday, January 25<sup>th</sup>. This year's event will prove to be exceptional with the music of Diane Nalini. Nalini, known on campus as **Dr. Diane Nalini de Kerckhove, is an Assistant Professor of Physics** right here at the U of G.

We invite you to join us for a fun filled night of jazz and camaraderie while we watch one of our own perform!

Regular ticket prices are \$30 per person and space is limited!

To get your ticket today, or for more information please contact Ann Nelson at ext. 58538.

### JANUARY 30<sup>th</sup>

All members of the University of Guelph Faculty Association (UGFA) are invited to attend the January 30<sup>th</sup> General Meeting of the Association. The agenda for the meeting is focused upon updating Association members on the status of negotiations.

Location: Landscape Architecture Building, Room 234

Time: 4:00pm - 6:00pm



## Negotiation Update



On Wednesday, January 30<sup>th</sup> UGFA Chief Negotiator, Professor Ed Carter gave the members of the Association an update on the status of negotiations at a General Meeting. He outlined that negotiations have been progressing somewhat positively since the arrival of the Conciliator; however there is still much work to do and the Negotiating team remains cautiously optimistic about reaching a negotiated agreement.

There are still many outstanding issues that need to be addressed such as P & T, Grievance, Salary and Benefits, etc. Over the next few weeks more detail on these items should be available.



## Articles Chart

Article	Status	Essence	Outstanding-Issue
Official File	signed - off	No anonymous material, file is confidential, member has right review, members notified of any additions/deletions from file, P&T file form part of official file,	
Maternity/Parental Leave	signed -off	Supplemental income increased for first two weeks from 95% to 100%, increase to 95% of salary for an additional 28 weeks (currently 15 weeks), and reaming parental remains the same at 25% if EI earnings.	
Correspondence & Information	signed-off	Association will be provided various information by the University and UGFA will provide various information to the University	
Academic Fraud & Misconduct	signed-off	Does not involve honest error, conflicting data, etc.	
Compassionate Leave	signed-off	Death or critical illness the university will grant compassionate leave.	
Court Leave	signed-off	Paid time for court leave	
Copies of Agreement	signed-off	University will provide	
Dues Check-off	signed-off	University will check off dues as per the legislation	
Joint Committee	signed-off	Composed of 4 reps from each side review matters of concern arising from application of agreement	
Accommodation of members w/ disabilities	signed-off	Facilitation of full participation by member Agree to act in accordance w/ legislation No retaliation for taking action to obtain accommodation	
Paid personal leave for Veterinarians (AHL/VTH)	signed-off	Regular f/t Veterinarians shall be allowed up to 3 paid personal leave days for emergencies.	Definition of Veterinarians (full-time vs continuing appointment)
Academic Freedom	signed-off	The right to examine, pursue, develop and transmit knowledge and ideas through research, teaching, study, discussion, documentation, production, creation, or writing. Protection of pursuit of research, ability to teach and discuss, etc. (Current policy)	

Administrative and Board Apnts	signed-off	Members excluded from bargaining unit due to holding an admin position shall re-enter the bargaining unit upon leaving positions. Members re-entering the bargaining unit shall not displace anyone else in the unit.	
Overload Teaching	signed-off	First offer of extra courses goes to faculty who will receive overload stipend as per CUPE 3913 collective agreement. Overload teaching considered part of external remunerative activities at rate of 15 days per (one semester course)	
Leave of Absence	signed-off	Leaves w/out pay shall not normally exceed one year. Member may choose to pay both University and individual costs in order to continue benefits during unpaid leave. Requests for leaves shall be made by Member 6 months before the proposed leave. Members are not eligible for promotion/tenure/ continuing appointment while on leave. Research leave credit will not be earned during a leave of absence.	A Member upon returning from a leave of absence, shall be placed at a salary equivalent to the rate that would have been normally attained without the leave, including any intervening salary adjustments.
Employment in External Remunerative Activities	signed-off	25 days per year is permitted provided that such activities do not conflict or interfere with commitment and primary professional loyalty to the University. Activities in excess of 25 days may be requested and considered	
Management Rights	With the University	The university shall operate in a fair and reasonable manner as per this collective agreement	Fair and reasonable is to broad
General Liability Insurance	signed-off	University provides insurance coverage for members acting in respect of employment to the extent of (CURIE)	A Member who is charged with a criminal offence because of acts done in an attempted performance in good faith of the Member employment responsibilities, and finally acquitted, dismissed, of any other disposition and Member determined not guilty, the University shall indemnify