



Representing Faculty, Librarians,
Veterinarians & College Professors

Negotiator #2

July 14, 2017

Negotiations between the UGFA and Management for a new Collective Agreement are now underway. Your bargaining team members are: Ed Carter (Chief Negotiator), Mary DeCoste, Ibrahim Deiab, Herb Kunze, Jonathan Ferris, Susan Hubers and Denise Sanderson.

Management's bargaining team members are: Jonathan Newman, Tracey Jandrisits, Sherry Cox, Ben Bradshaw, Barbara McDonald, Andrew Bailey and Daniel Draper.

As negotiations progress, we plan to publish both our proposals and Management's proposals on the UGFA website. We hope this transparency will encourage Management to put forth reasonable proposals, since they will be open to our Members' scrutiny. We will alert you by e-mail whenever proposals are posted on the "Members" section of the website.

According to pre-Negotiation surveys carried out by the UGFA, our Members are particularly concerned about their workload, the downloading of administrative duties, and the decline of collegial governance. These concerns relate to the spread of a 'factory floor' management model on campus, in which administrators make academic decisions and faculty members have little power to ensure program quality or departmental direction. Such a model has serious implications for the integrity of the University's academic mission, as well for our Members' workload. The UGFA is concerned in particular about Management's desire to diminish the role of faculty in the process according to which their colleagues are hired. The UGFA believes that we must protect the role of Departments and faculty in this process. Academic search committees must be chaired by Members, not by Management's representatives, and should include sufficient elected faculty members to represent the potentially diverse interests of the Department.

The robust participation in faculty search committees is just one of the rights Members enjoy under the existing Collective Agreement that we believe we will have to defend in this round of Negotiations. In order to limit the on-going 'managerial creep' into academic matters, the UGFA's bargaining team needs your support.

If you have any questions, concerns or comments about these Negotiations, please feel free to contact us at facassoc@uoguelph.ca or extension 52126.