

AT THE TABLE

Dear Colleagues,

We have now met with the Employer's bargaining team five times. So far, we are pleased with the progress of negotiations. We have signed off on four articles where no changes were proposed aside from minor grammatical issues: Article 1 – Purpose; Article 4 – Management Rights; Article 6 – Dues Deduction; and Article 7 – No Strike or Lockout.

We have made substantive progress on a number of other outstanding articles. We have exchanged proposals and/or counter-proposals on all non-monetary issues, including the definition of the bargaining unit, correspondence, protection against harassment and discrimination, the grievance process and arbitration procedure, health and safety, working environment, and academic freedom. We remain fairly far apart on harassment and discrimination language, correspondence, and most notably, academic freedom; however, we remain optimistic that agreement on fair language can be achieved, and that we can bring our academic freedom language in line with what is normative at other universities.

We still have a lot of work ahead of us in terms of negotiating stronger Tenure and Promotion language, where our focus is on enshrining a more collegial peer review process as is the standard at most universities. Aside from our original proposals on this, our focus so far has been on finding

agreement on the less complex outstanding non-monetary articles.

We will continue meeting with the University representatives weekly (with bargaining scheduled twice or three times weekly to compensate for one or two weeks where meetings could not be scheduled) through to mid-December. In the event that negotiations have not concluded by then, we will commit to a vigorous Winter meeting schedule to achieve our goal of wrapping up negotiations and ratifying a stronger Collective Agreement as soon as possible.

If you have questions or concerns about negotiations, please do not hesitate to contact me, your Chief Negotiating Officer, Mike Eklund, at negotiations@uoitfa.ca.

We would also encourage you to attend the General Membership Meeting on November 12th, where I will be giving a more detailed update to the membership. We will also be available for follow up at the FA Social, to be held at The Waltzing Weasel, at the northeast corner of Ritsen and Taunton Nov. 19, from 3:30pm to 5:30pm.

Sincerely,

Mike Eklund
Chief Negotiator

How do UOIT's priorities compare to the province?

	Ontario	UOIT
Administration	10%	28%
Instruction	57%	40%
Computing	3%	7%
Library	4%	3%
Non-Credit	2%	0%
External	2%	3%
Physical	10%	9%
Student	12%	10%

This is a comparison of the expenditures by UOIT compared to the Ontario university average. Note in particular the percentages spent on Administration and on Instruction. These charts were prepared in coordination with CAUT using data from Centre for Education Statistics (Statistics Canada).