

AT THE TABLE

**TWO INFORMATION SESSIONS ON WEDNESDAY MARCH 9TH
11AM TO 12:30PM - J02 & 3:30PM TO 5:30PM - FACULTY LOUNGE (UB)**

Your help is needed!

Dear Colleagues

During Conciliation on Friday February 26th, the Administration held firm to their initial offer of zero ATB, despite our attempts to explain the FA's current salary structure. It is important to note that our current structure and proposed increases are well within the industry norm. In fact, over the term of our 2010-2015 CA our salaries have been eroded by inflation by about 2.25% and overall, if you combine 2010-2015 with what we have proposed we are still about 2 to 3% behind the Ontario average for Faculty in this period of time (2010-2017).

They were similarly showed no sign of movement on pension and benefits.

While there was some movement verbally or other issues, we have moved from conciliation to mediation, and expect the Ministry appointed mediator to attend our session the week of March 14th. Furthermore, the conciliator is issuing a No Board Report, which we expect to receive this week. This means that we have until Sunday March 20th to reach an agreement. If we

fail to do so by midnight, we expect to be in a legal strike/lockout position as of Monday March 21st.

Negotiations may continue on and after the 21st, which we hope is not necessary. Both sides can take immediate action if we have not reached an agreement and if we or they so choose.

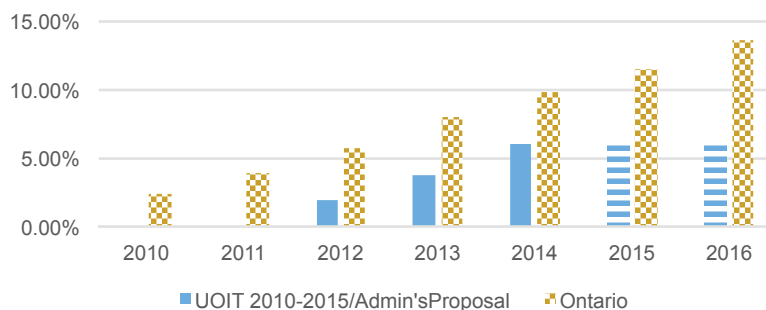
We were able to add two more bargaining dates before March 21st. As such we have 1 ½ days of regular bargaining and 3 days of "intensive" bargaining coming up March 14-16, which will be at a hotel in Oshawa. We are still very hopeful that we can lead them to a deal during this time.

In the meantime, we are starting strike preparations for which we will need many volunteers. Please contact Denise in our office (office@uoitfa.ca or ext. 2049) to find out how you can help.

In service,

Mike Eklund
Chief Negotiator

Cummulative ATB for TTTF Salaries Compared to all Ontario Universities



UOIT Salaries have not kept up with salaries of other faculty members across Ontario, as shown on this graph. In 2010 and 2011, we received zero ATB. The Admin is proposing zero again, which is projected on the graph.