

Subject: Lre re. negotiations

Date: Wednesday, March 16, 2016 at 7:33:09 PM Eastern Daylight Time

From: office@nosmfa.ca

To: Glenna.Raymond@uoit.ca, president@uoit.ca, provost@uoit.ca

CC: Denise Martins

Glenna Raymond, Chair, Board of Governors
Tim McTiernan, President
Deborah Saucier, Provost

March 16, 2016

Dear Ms. Raymond, Dr. McTiernan and Dr. Saucier,

I am writing on behalf of the Faculty Union of the Northern Ontario School of Medicine to ask you to do whatever you can to assist in the process of arriving at a just and equitable settlement of the current negotiations you are having with your faculty.

Our support staff here had a 13 week strike in 2010 which was an extremely difficult time for our School, with long lasting negative consequences for staff, faculty and the administration.

I cannot emphasis enough the importance of doing all you can to avoid such a situation at your University.

The crucial piece in my experience is attending to the norms of the University faculty sector in Ontario and Canada. Each type of negotiations has its system wide norms, whether it be factory skilled workers, or university faculty. This is simply the cost of doing business for any organization. There are labour market conditions in the various sectors and they form the goal posts in any set of negotiations

UOIT Faculty are seeking a collective agreement comparable to other universities across Ontario on issues such as pay, benefits, tenure review, the nature of their responsibilities and other matters.

I encourage you to act to see that your negotiating team engages with the faculty team in a way that builds a long term professional and positive relationship that is in the interest of your University. Part of that is adapting to the Ontario University faculty norms that provide the basis for quality education as well as enhanced faculty recruitment and retention.

Thank you for your consideration.

Sincerely yours,
Dr. Geoffrey Hudson
Chief Negotiator and Executive Officer
NOSM Faculty Union
(Unit 1, OPSEU 677)
www.nosmfsa.ca