

AT THE TABLE

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Dear Colleagues,

We wrapped up bargaining for the term yesterday and I had hoped to be giving you good news for the holidays. However our Employer finally came to the table with its monetary proposals. Clearly the delay was not due to lack of time for preparing them.

They are proposing to completely erase the Across the Board (ATB) component from the compensation table in Appendix A, and completely remove the Competitive Adjustment from the Collective Agreement. The ATB is meant to allow us to keep up with inflation, and the Competitive Adjustment was added last time to help bring UOIT's tenured and tenure-track faculty more in line with other Ontario and GTA universities. The Career Development Increment (CDI) remains, but with no increase. The CDI, often called progression through the ranks (PTR), is a standard component for just about all salary systems, including the "salary grid" of staff at UOIT.

They offered little to no improvements to our benefits, and none at all to our Pension.

The Employer appears to think that a near freeze on salary and benefits is sufficient and fair. It is not!

We presented our proposals and strongly emphasized that UOIT's salaries and benefits remain far below where they should be to be both fair and competitive.

We also brought to their attention the \$7,500,000 annual surplus in their budget projection (while they call them deficit budgets), and suggested that good priorities could include more for teaching, learning, faculty retention, etc.

We will be providing more details early in the New Year, and you can expect an invitation to a member meeting shortly.

Happy Holidays to you and your families.

Mike Eklund
Chief Negotiator