Negotiation Updates

University, Professional Staff Association Reach Tentative Agreement - August 17, 2017

The University of Guelph and the Professional Staff Association (PSA), which negotiates terms and conditions of employment for more than 800 professional and managerial employees, have reached a tentative agreement for a renewed compact agreement.

The previous agreement expired May 1, 2017.

“The parties’ negotiation teams worked diligently to reach an agreement that is fair and that recognizes the important contributions of professional and managerial employees at U of G,” said Kelly Bertrand, chair of the PSA, and Martha Harley, associate vice-president (human resources) in a joint statement.

“Throughout bargaining, discussions were open, constructive and respectful. We want to recognize the hard work and dedication of both bargaining teams in reaching this tentative agreement.”

Compact details will remain confidential pending ratification by PSA membership and U of G’s Board of Governors. Details around the time, date and location of the ratification vote are expected to be released in the coming days.

University, USW Local 4120 Reach Tentative Agreement - June 20, 2017

Following five days of negotiation, the University of Guelph and United Steelworkers Local 4120, the union that represents about 850 University administrative and technical staff, have reached a tentative renewal agreement.

The current agreement expired April 30.

Both the University and the union’s negotiating committees are unanimously recommending ratification of the agreement, which addresses several key priorities for both sides.

Details of the agreement remain confidential pending ratification in the coming weeks by union members and the University’s Board of Governors.

CUPE 1334 Negotiation Update - March 6, 2017

The University of Guelph is negotiating a renewal collective agreement with CUPE 1334, the union that represents approximately 240 trades, custodial and maintenance workers on campus.

The University values the work of members of CUPE 1334, and recognizes and appreciates their contributions. The University is committed to constructive, collective bargaining and to reaching a fair settlement.

Negotiations with CUPE 1334 began in November 2016. The parties last met with a Ministry of Labour-appointed conciliator February 17. While we have made progress in a number of areas, key issues remain outstanding and we have been unable to reach an agreement. Following the parties last conciliation date, the University received confirmation from the Union of its intention to file a “no board report.” As of Monday, March 13, at 12:01 am, CUPE 1334 is in a legal strike position.
The parties have agreed to enter mediation March 9 and 10 with the assistance of a provincially appointed mediator. The University would like to avoid a labour disruption and will work hard during these two days to reach a fair, affordable, and realistic renewal agreement.

The University's proposal to CUPE 1334 includes reasonable wage increases in each year of a renewal agreement and no concessions on wages or benefits.

We will also take the necessary steps to sustain the defined benefit pension plan without any changes to the current design or reduction to benefits.

We remain open to exploring alternative staffing options with CUPE 1334; a position that has remained unchanged since we first approached the Union about addressing its challenges prior to the expiration of the collective agreement.

The University believes that our proposals are fair and reasonable, and we remain hopeful that mediation will achieve a positive result. At the same time, we have a responsibility to meet the needs of the campus community. To this end, contingency planning is well underway.

In the event of a work stoppage, the University will work hard to minimize the effect on students, staff, faculty and other members of the U of G community. The University would remain open and continue to provide services. All classes and exams would continue.

Again, the University highly values the work of all its employees and is committed to negotiating a fair renewal collective agreement with CUPE 1334.

Updates will be posted on the Human Resources website and the University’s homepage as available.

**CUPE 1334 Negotiation Update - February 16, 2017**

The University of Guelph and CUPE Local 1334, the union representing trades, maintenance and service workers are in conciliation meetings on Thursday, February 16 and Friday, February 17. The University is looking to achieve an agreement that is fair and recognizes the fiscal and operational realities of the University. Recognizing the importance and challenging issues to be addressed, the University engaged the Union in discussions a year in advance of collective bargaining in order to thoughtfully explore options around staffing and levels of service. As an interim measure in order to give the Union and the University time to have these discussions, the University and the Union negotiated the addition of several temporary employees to improve service levels. The University remains hopeful that the parties are able to identify mutually acceptable solutions to address these challenges, and that a renewal agreement can be achieved.

The University will continue to keep the University community updated on the progress of the negotiations on this page.

**CUPE 1334 Negotiation Update - December 19, 2016**

The University and The Canadian Union of Public Employees (CUPE) Local 1334, representing custodial, trades and maintenance employees have met over the course of four bargaining dates in an effort to reach a renewal agreement which expired April 30, 2016. The University was advised by the Union of its decision to make an application to the Ministry of Labour for an appointment of a provincially appointed Conciliation Officer.

Filing for conciliation is not uncommon and is intended to bring an external, third party perspective to the discussion. Additional information on the Conciliation process can be found on the Ontario Ministry of Labour website [1].
The University welcomes the assistance of a third party to narrow the number of issues the Union has on the table. The University is committed to working toward a renewal collective agreement that is fair, affordable and flexible in meeting the changing needs of the University community.

Please continue to monitor this web page regularly for further updates.

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