



April 7, 2009
(Revised)

Dr. Michael Carroll
President, UWOFA
The University of Western Ontario
Elborn College 2120

Dear Mike,

I write further to your request for written proposals following our meeting on March 25, 2009. As indicated in that meeting, we are approaching employee groups to discuss some of the ideas presented by the University community and others which we think will mitigate some of the financial challenges Western currently faces.

The Administration recognizes that it entered into binding collective agreements for faculty, and for librarians and archivists, effective July 1, 2006. Those were negotiated in good faith and with full intent to comply with all negotiated terms and conditions. Notwithstanding, in these much changed economic circumstances, we would be remiss not to canvas UWOFA's willingness to reconsider some of the commitments made before the current situation could be anticipated. Some of the opportunities we see to reduce expenditures in the face of loss of operating funds include:

Salary Increase Reductions/Caps

The 2009-10 increase to faculty under the Faculty Collective Agreement is 3.25% scale and over 2% merit. There is opportunity to agree on a reduction of either or both of these components. There is also opportunity to agree on a differential effect based on salary level. We could also consider measures to apply to the 2010-11 year.

Salaries over \$150,000. In particular, the Ontario Ministry of Training, Colleges and Universities, has asked universities to consider limiting pay increases of employees earning more than \$150,000 to 1.5% (all in). We seek your view of this so that we can respond to the request.

Salary Reductions

Salary commitments could be reduced through an agreement regarding unpaid days off.



Salary Increase Deferrals/Deemed Donations

Members could agree to forego receipt of increases in 2009-10 and/or 2010-11, such that the increase would attach to a nominal salary, but would not be paid to Members for an agreed-to period.

Direct Donation

UWOFA could endorse a campaign seeking direct donations from Members, which could be targeted toward funding for the university at large, or a specified Faculty or Department.

While it is clear that any of these measures has potential to make a positive impact on the operation of the University, the actual impact on saving jobs is difficult to assess at this time. First, it cannot be assessed until we understand what commitments employee groups are willing to make. Second, it cannot be assessed until we understand the levels of participation where it is voluntary. Third, as noted in recent discussions, we are still ascertaining levels of external revenue. Once determined, we can calculate the overall positive effect on operating funds and make commitments to academic and support units, who then would determine how to apply such allocations.

We appreciate UWOFA's willingness to consider these ideas in the collegial spirit in which they are intended, recognizing that we must all work together to ensure the well-being of our University and its community during these difficult times. While the ideas here are set out in general terms, we invite you to consider them "in principle". Where there is potential for agreement, we would seek further consultation and discussion to jointly arrive at how the idea might best be applied at Western.

Yours truly,

Michele Parkin
Director, Office of Faculty Relations

cc. Fred Longstaffe, Provost and Vice-President Academic
Catherine Ross, Vice-Provost (Academic Planning, Policy and Faculty)