

UWOFA General Meeting re: Employer Collective Bargaining Proposals

All UWOFA Members are strongly encouraged to attend an urgent General Meeting scheduled for Tuesday June 22 at 1:00-3:00 p.m., 3345 Somerville House. The agenda can be found on the [Calendar of Meetings and Events](#) page.

Negotiations have started and the Negotiating Team reports to the board that a lot more is on the table than just money. The Employer has proposed sweeping changes that will directly affect your life on and off campus. Here is a small sample of what the Employer wants:

- **Annual Tenure Review:** Unacceptable performance in any one area of an Annual Performance Evaluation will trigger a three-year review of your work by the senior administration. Respect for local departmental and disciplinary cultures will be eliminated. If you don't meet the "standard" you could face discipline and potential dismissal.
- **Employer Permission Required:** Want to become a president of a major academic society or editor of a major journal? Invited to vet NSERC and SSHRC applications? You may do so, but only with your Dean's permission.
- **"Intimate Relationships":** A broadening of Conflict of Interest to include excessive interference in the private lives of faculty members. Any faculty member who enters into a consensual intimate, amorous, romantic, or sexual relationship with any student, post-doctoral scholar or university employee would be subject to discipline and potential dismissal.

There is much more to learn, and the UWOFA Board needs your involvement. Please join us at this crucial General Meeting. The future of collegial governance and our community of scholars are at risk.