Hard Bargains and Labour Relations on Campus: The Life of a University Negotiator

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Employee Relations / Labour Relations: The Structure at U of T

**Academic**

- University of Toronto Faculty Association (UTFA)
- Research Associates
- CUPE 3902
  - Stipend Instructors (Unit 1)
  - Teaching Assistants (TAs) (Unit 3)
  - Postdoctoral Fellows (Unit 5)
- CUPE 3907
  Grad Assistants (OISE)
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**Administrative**
- United Steel Workers (USW)
  Full-Time / Part-Time; Casual
- CUPE 1230 (Library)
  Full-Time / Part-Time; Casual
- Professional & Managerial (PM) Staff
- Confidential Staff
- Advancement Professionals (AP)
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Skilled Trades, etc.

- Child Care (CUPE)
- Service Workers (CUPE)
- Stage Hands (IATSE)
- Painters (IUPAT)
- Sheet Metal Workers (SMW)
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Skilled Trades etc.

- Plumbers (UA)
- Building Engineers (UNIFOR)
- Electricians (IBEW)
- Carpenters (CAW)
- Campus Police (OPSEU)
- Residence Service Workers (Unite HERE)
## Managing Employee Relations and Labour Relations at U of T

- Value the work of ALL employees
- Be non-adversarial (to the greatest extent possible)
- Always take a Principled Approach
- Engage in Creative Problem Solving
- Understand the Concept of Freedom of Speech!
- BE STRATEGIC
**Negotiation: The Usual Challenges**

- The Mandate
- Length of Agreements
- Consultation
- Government expectations
- Faculty Arbitration Process
Negotiations: Unique Challenges

- Compensation in a market-driven environment

- What might cause us to take a strike:
  - Money?
  - Right to hire the best qualified?
  - Student as TA vs. Student as Student?
Implementing Collective Agreements: The Challenges

- Expectation of Autonomy at a Divisional Level
- Determining when to Mediate and when to Arbitrate
- Overruling a Dean or a Vice-President
- Managing Performance issues vs. Harassment
Questions?

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