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6006-1 (Principal)

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NEGOTIATIONS FOR UNIVERSITY TEACHING (UT) COLLECTIVE AGREEMENT

1. I am writing to confirm my undertaking that was discussed by you with Dr. J.S. Cowan and Treasury Board (TB) negotiators during the negotiations for the current collective agreement between the TB and the Canadian Military Colleges Faculty Association (CMCFA). The nature of the operation of the Royal Military College (RMC) and other educational establishments in the Canadian Defence Academy (CDA) are such that even in circumstances of direst constraint, it would be impossible to dispense with the services of indeterminate UTs as quickly as foreseen in your collective agreement. Consequently, in the extremely unlikely event that an establishment were to close or to shrink markedly and hence indeterminate UTs were to be given notice of layoff, such notice would not occur until at least five months after the declaration of surplus status provided for in the Work Force Adjustment (WFA) Directive. In this fashion, the combined period from being informed of surplus status to actual layoff would be not less than six months.

2. I am comfortable in this undertaking because even in the most extreme circumstances, we would be committed to completing the programs of the students who were part way through. This necessity, coupled with the fact that some teaching is carried out by less secure part-time and term employees, would make it essential that the services of indeterminate UTs be retained for considerable periods. Indeed, I find it hard to imagine a circumstance in which even the short time limits could be adhered to, and expect that the services of UTs would still be needed for longer. However, the undertaking which I have given, when combined with the WFA Directive, is designed to align your terms and conditions as closely as possible with those found in other typical university agreements, especially as it relates to the advance notice provided for in typical financial exigency articles.

3. As the Level 2 for all UTs in the public service, the decision on the timing of declarations of surplus would rest with me, and so this undertaking unambiguously creates the timing pattern that you had requested.

J.P.Y.D. Gosselin
Major-General
Commander

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