**Ontario Public Sector Consultations – Questions and Answers**

1. Elements of collective agreements could help or hinder our overall ability to achieve sustainable levels of compensation growth; and collective agreement provisions that work well in one sector may have unintended consequences in another. Are there any aspects of the collective agreement(s) in your organization(s) that affect the ability to manage overall compensation costs?

**The Wilfrid Laurier University/Wilfrid Laurier University Faculty Association Full-Time and Part-Time Collective Agreements are signed by the Association and the employer. We reject the premise that the employees of Wilfrid Laurier University are public sector employees. The government currently funds under 40% of Wilfrid Laurier University’s operating costs; it has no right to interfere in our collective agreement.**

1. Potential opportunities to manage compensation growth could take different forms, for example, growth-sharing or gains-sharing, as identified in the September 2018 line-by-line review of government spending. Are there any tools to manage compensation costs that you believe the government should consider?

**For more than a decade, the government of Ontario has been managing compensation costs by reducing its funding to universities. It currently provides the lowest per capita grant in Canada. The recent 10% tuition cut further reduces university revenues. SMA 3 will provide further opportunities for the government to control expenditures. Why does it need us to suggest more tools? The government has found plenty of ways of destroying university education in this province already.**

1. While no decisions have been yet made, the government is considering legislated caps on allowable compensation increases that can be negotiated in collective bargaining or imposed in binding arbitration. We wish to engage with you in good faith consultations on this option and invite your feedback. What are your thoughts on this approach?

**This proposal represents an attack our rights as unionized employees to bargain collectively with our employer and it will be opposed.**

1. Many different approaches to managing compensation growth and overseeing collective bargaining are in place in other jurisdictions, including other Canadian provinces. Are there any tools applied in other jurisdictions which you think would work in Ontario? If so, what is the proposal and how would it work

**Funding universities at a higher level is the primary lesson the government should draw from other jurisdictions.**