

## RECENT CHRONOLOGY OF GFT CONTRACT MATTERS

- February, 2007 Report completed by Dr. John Wade and Dr. John Horne on “The Working Environment of Academic (GFT) Physicians”
- March, 2007 “Gimli Advance”: A retreat was held in Gimli involving the Dean’s office, department heads, and other medical community stakeholders, where it was decided there was a need to change the current GFT system
- May, 2007 – June, 2008 Meetings of the GFT Reform Project working group led to recommendations of a standardized academic clinician contract and development of a Joint Operating Division (JOD) “to give GFTs the impression of working for a unified academic health centre.”<sup>i</sup>
- September, 2008 JOD is formed following approval in principle from the U of M Board of Governors and the WRHA Board. Subsequently, new GFTs are required to sign interim contracts that give control of all aspects of practice, including clinical services, to the JOD. No effective dispute resolution process is included within the contracts.
- October, 2008 Doctors Manitoba oversees a mail-in survey asking if GFTs want them to represent GFTs in contract negotiations with the JOD, stating: “The outcome of any negotiations with the JOD would be subject to ratification by the GFTs as a group.”<sup>ii</sup> 317 of 463 (68%) GFTs surveyed responded affirmatively.
- 2008 - 2011 A contract template with an independent contractor model focus is developed by Doctors Manitoba. Doctors Manitoba meets sporadically with a small GFT working group in 2009/10.
- May - September, 2010 Draft contract template distributed by Doctors Manitoba and presented in meetings with various departments in June and September.
- July, 2010 Letter is sent from the Canadian Association of University Teachers (CAUT) to Doctors Manitoba stating their concerns about the contract template. Based on their decades of experience representing GFTs in other provinces, CAUT wrote that the draft contract template “would make the clinical faculty at Manitoba the most vulnerable in Canada,” citing a lack of faculty rights, issues with academic freedom, and a weak dispute resolution procedure. Neither Doctors Manitoba nor the JOD ever formally address this letter with GFTs, other than with the formation of an Academic Freedom Committee.

2011	University unilaterally makes changes that affect GFTs without informing or discussing with GFTs (i.e., pension, short-term disability, 0% increase in university-based income)
January – September, 2011	Meetings held of the Academic Freedom Committee. No recommendations were made that could protect academic freedom with the service model proposed in the draft contract template.
June, 2011	Founding meeting of CTAM (Clinical Teachers' Association at the University of Manitoba) as an organization of GFTs and for GFTs. Constitution was ratified and an executive committee was elected.
July - December, 2011	CTAM executive meets every 2 to 4 weeks. Membership grows to about half of all GFTs. CTAM negotiating team is appointed; CTAM executive and negotiating team undertake training for negotiations. CTAM obtains GFT input on areas of concern.
October 27, 2011	Doctors Manitoba withdraws GFT contract template due to be voted on by the end of October.
December, 2011	The JOD notifies all GFTs that they will impose a new, changed contract in April, 2012, without negotiations. Doctors Manitoba has not communicated a position on this notice to GFTs.
January, 2012	Survey of all GFTs for CTAM to obtain a clear mandate to negotiate a Memorandum of Agreement with the JOD on behalf of GFTs that will address work issues that are important to GFTs.

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<sup>i</sup> GFT Reform Project submission to the Board of Governors, U. of Manitoba, June 18, 2008, p. 61

<sup>ii</sup> October 8, 2008 survey from John Laplume, CEO of Manitoba Medical Association