



# 2024-2025 Lorimer Collective Bargaining Award

## Citation for Herb Kunze

*Written by:*

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OCUFA

The Ontario Confederation of University Faculty Associations is honoured to present the 2024-25 Lorimer Award to Herb Kunze of the University of Guelph Faculty Association (UGFA). The UGFA office is located within the Between the Lakes Purchase (1784, confirmed 1792) – the treaty and territory of Michi Saagiig Nishnaabeg (Mississaugas of the Credit).

Herb's involvement in bargaining began in 2007, when he first joined the UGFA Collective Bargaining Committee. During the nearly two decades that followed, Herb has served in many roles at UGFA, including Collective Bargaining Committee Chair, Chief Negotiator, President, Vice-President, and Past President. Herb has played a crucial role in negotiating improved compensation for members, and increased complement of faculty, academic librarians, and veterinarians at the University of Guelph. He was also successful in negotiating workload protections with regards to mode of teaching provisions as Covid restrictions were lifted.

Herb is recognized for his perseverance as a Chief Negotiator, strategic leadership and communications skills, as well as exceptional work ethic, patience, diplomacy, and humour. An acclaimed example of Herb's work is his adoption of a financial literacy approach for bargaining, which has been a foundational aspect of UGFA's success at the table. He is commended for his ability to clearly convey complex financial and policy matters to his UGFA colleagues, as well as members of other faculty associations. Through this work, Herb has earned the utmost trust and faith from his membership.

Herb's work on financial literacy has extended to the provincial level. Herb has been a member of the OCUFA University Finance working group since 2019. Through this role, as well as his membership on the OCUFA Collective Bargaining Committee, he has supported many others around the province implement financial literacy into their negotiations planning and overall strategy.

This award also recognizes Herb's role in strengthening retirement security within the university sector. As UGFA's Chief Negotiator, his success in achieving increased complement was tied to the negotiation of converting the University of Guelph pension

plan to the University Pension Plan (UPP). Herb's understanding of the financial importance of this transition was crucial in seizing this opportunity.

Herb also played a key role in the establishment of the UPP. In 2017, Herb was Co-Chair of the University Pension Project Steering Committee, which explored potential governance and benefit models for a sector wide jointly sponsored pension plan. This eventually led to the establishment of the UPP. Herb was recognized for his work on the Steering Committee in 2021 as the OCUFA Service Award recipient. Herb is currently a member of the Employee Sponsor Committee of the UPP. Herb has also provided educational support to other faculty associations, including as a member of OCUFA's Pension Workshop Committee and presenter in 2020.

Herb Kunze is a Professor in the Department of Mathematics at the University of Guelph. He is known and appreciated for his engaging and animated lectures and presentations and received the OCUFA Teaching Award in 2007.

The Lorimer Collective Bargaining Award was established in honour of Joyce and Doug Lorimer of the Wilfrid Laurier University Faculty Association and is instituted to honour and recognize outstanding contributions to improving the terms and conditions of employment of Ontario university faculty through bargaining.