

Urgent Report

From the Colleges' Bargaining Team

January 27, 2010

No Deal Reached – Parties Are Too Far Apart

Following the January 13th strike vote, the parties met on January 19, 20, 21, 26 and 27, but have not resolved the major issues before them.

In a last ditch effort to reach a deal, the colleges tabled a final settlement position that:

- reduced the length of the proposed collective agreement to three years from four,
- increased the salary proposal,
- revised the list of arbitrators to those previously agreed to with the union, and
- withdrew several items that the union perceived to be problematic:
 - the proposal to have a joint taskforce on classifications,
 - changes to the retiree life insurance options,
 - changes to probation for future re-hires, and
 - the letter of understanding on sick leave credit transfers.

For further details, please see the attached [Summary of Colleges' Offer of Settlement to Faculty](#).

Colleges Table Final Offer to Union

The shorter three-year contract addresses the concern that faculty would be restricted from bargaining greater salary adjustments if the economic situation for the colleges improves in the future.

On salary, the second year of the offer was increased to 2.0%. The salary offer is 1.75%, 2.0% and 2.0%. The new maximum salary will be \$102,186 by September 1, 2011.

The colleges are pleased that they have not sought any concessions from the faculty, but have offered improvements.

These final adjustments are as far as the colleges can go in the current environment. The colleges have offered everything they can afford and accept. This is the colleges' final offer.

We are disappointed to advise that the union's bargaining team has rejected the colleges' final offer.

Colleges Ask Union to Hold Faculty Vote on Final Offer

As a result of the union's bargaining team rejecting the offer, we have requested that the union take this final offer of settlement to their membership for a vote. This will allow faculty to decide for themselves whether or not they wish to accept the offer.

The union has advised us that they will respond to the request by noon tomorrow (Thursday, January 28).

The union and the colleges have a mutual responsibility to exhaust every available avenue to avoid a strike. Individual faculty members should be given the opportunity to democratically choose to accept the offer or go out on strike.

If faculty vote in favour of the offer, there will be a full collective agreement in place. Union grievances will be reinstated and provincial committees will meet.

And most importantly, the strike will be avoided.

We will keep you informed on these important matters.

Summary of Colleges' Offer of Settlement to Faculty

Salary and Benefits

- 5.9% salary increase over three years
- New maximum salary of \$102,186 by September 1, 2011
- This represents an increase of approximately \$5,650 over the previous collective agreement maximum
- Increase the maximum in Supplemental Life Insurance Plan from \$140,000 to \$300,000
- LTD benefit level will be adjusted to 60% of the September 1st, 2009 salary rates
- Automatic coordination of drug card with spousal's drug card
- Clarification that the drug card can be used for the purchase of insulin and for approved over-the-counter medications
- Costs covered for Independent Medical Examinations or for further documentation required by the College
- Simplify the dental plan language, benefits remain the same

Term of Contract

- Three-year contract
- Contract runs from September 1, 2009 to August 31, 2012

Workload

- Workload protections contained in the last collective agreement remain intact
- All full-time teachers retain access to SWF process
- Opportunity for teachers to initiate, design and voluntarily participate in modified workload arrangements
- Teachers will participate in the establishment of evaluation methods
- Full-time teachers who teach in excess of 260 students will be given additional SWF time or other types of support for providing out-of-class assistance to students
- SWF form adjustments
- In assigning workload, consideration will be given to any requirements for applied research or the necessary translation of materials
- Clarification of the documentation of agreed upon activities during non-teaching periods

Professional Development (PD)

- Maximum salary for employees on PD leave will be increased to 80% of the employee's base salary
- All faculty will receive consideration for reimbursement for costs associated with annual PD leave

Other Changes

- New protections to ensure employees are free from bullying and psychological harassment
- The ability of the union to send alternates to union conventions
- Recognition of college degrees for salary calculations
- Full-time employees will be entitled to request vacation in periods other than a two-month contiguous block
- Family Day has been added to the list of holidays
- Expand leave options available to faculty to deal with their sick children
- Additional employee options upon return to work following pregnancy or parental leave
- Maintain mandatory grievance time limits to ensure timely presentation of grievances
- Strengthened Health & Safety language
- Add arbitrators to agreed list
- Local union input when changes to the colleges mandate or objects are directed by the Government
- Librarian classifications updated
- Increased librarian qualifications for new hires
- Upon request, provide local union with current addresses and phone numbers of bargaining unit members
- Clarification of secondment language

This summarizes the [colleges' offer](#) for changes to the collective agreement that expired on August 31, 2009.

Details of the offer can be found at www.theCouncil.on.ca