

Contract Update

Issue 9 – November 12, 2009

A Newsletter from the Colleges' Bargaining Team

College Faculty to Receive Improved Terms and Conditions

The Colleges will be introducing improved terms and conditions of employment for faculty beginning November 18, 2009. This is taking place because negotiations with the Ontario Public Service Employees Union (OPSEU) broke off on November 12, 2009 with no further talks planned.

The new terms and conditions provide improvements to salary and improvements to a number of workload-related areas. Faculty will be given greater participation in the establishment of evaluation methods, faculty who have large numbers of students to teach will be given further time or other types of assistance when providing out-of-class assistance to students, and modified methods of workload assignment will be allowed, as developed by the faculty and their supervisor, but only if agreed to by the faculty. Professional Development opportunities have also been improved.

We are not asking for concessions from our faculty, we are introducing modest improvements.

Salary Increase – Retroactive to September 1, 2009

The new terms and conditions increase salaries by approximately eight per cent over four years (1.75 per cent, 1.75 per cent, two per cent and two per cent in each of those years). The new maximum salary will be \$103,975 by September 1, 2012.

These increases improve on the Colleges' October monetary offer and are in line with recent public sector settlements and the current economic reality. The first year salary increase will be retroactive to September 1, 2009. The retroactive increase will be paid out as soon as possible.

The workload improvements are designed to help faculty in four key areas that were the main recommendations of the Joint Workload Task Force Report.

Modified Workload Arrangements

The new provisions significantly increase the ability of faculty to modify their own workload arrangements.

Consultative evaluation methods

All faculty will have the opportunity to participate in the establishment of evaluation methods.

Out-of-class assistance

Faculty who have large numbers of students to teach will be given further time or other types of assistance when providing out-of-class assistance to students.

These new provisions concerning work assignment, evaluation methods and additional out-of-class assistance all include increased participation by faculty in course delivery decisions in order to further

enhance collegiality and academic freedom in the system, as recommended by the Joint Workload Taskforce.

Professional standards and relationships

To encourage further long term professional development leave, there will be increases to the level of compensation available to employees taking professional development leave to a maximum of 80% of the employee's base salary. Provision has also been made to consider support for employee expenses associated with the annual 10 days of professional development.

No addition to assigned workload

The new terms and conditions that have been implemented are all improvements to the existing collective agreement. The faculty are not disadvantaged by these new terms in any way. These provisions do not increase the workload that can be assigned.

All other terms of the collective agreement that expired on August 31, 2009, which affect faculty, will remain in place.

More information will be communicated to faculty members

Faculty members will receive more detailed information about the improved terms and conditions in the coming days from human resources departments at individual colleges.

Colleges worked for over five months to reach a negotiated settlement

The Colleges would have preferred reaching a negotiated settlement. We have been negotiating for over five months with the union and have met directly across the table for 29 days. Both sides have had every opportunity to discuss the issues fully. On November 12, before talks broke off, the Colleges put a revised offer of settlement on the table, which was rejected by the union.

The Colleges have consistently advocated that a negotiated settlement was needed as quickly as possible in order that our students and faculty can get on with the academic year without the uncertainty created by the bargaining process.

In addition, the Colleges offered to continue bargaining throughout the weekend to try and reach a negotiated settlement. The union rejected that offer.

Union's positions remained unaffordable

The union continued to insist on changes to the collective agreement that are not affordable.

OPSEU modified its salary position to a three-year proposal of 3.0%, 3.5% and 3.5%. In addition, there is still a proposal for a new step in the first two years. OPSEU's total salary proposal would increase the new maximum salary by 13% over three years to \$109,317. OPSEU's salary position continues to be well above the range of recent public sector settlements and simply not affordable for the Colleges.

The union's workload and staffing proposals would add significantly to operating costs at a time when the resources of the colleges are severely constrained and the Government of Ontario has made it clear that Colleges cannot expect any significant increases to operating revenues.

Unfortunately, there was no indication in the last week of bargaining that the union would modify its position to a point where a settlement was possible.

Introduction of new terms and conditions is the responsible course of action

Given the inability to reach a negotiated settlement and the distance between the parties on salary and workload, we saw no reason not to introduce improved terms and conditions.

It would be irresponsible to delay the improvements to the collective agreement that we are able to make. The new *Colleges Collective Bargaining Act* clarified the ability of the Colleges to introduce new terms of employment once the negotiations have broken down. It was decided it was time to exercise this right to benefit our faculty and students and allow us to begin to focus on the winter semester.

We remain ready to meet with the union to finalize the terms of a new agreement based on our final offer. In the meantime, we will begin the introduction of the new terms and conditions.

Keeping You Informed

If you wish to review the [Colleges' final offer](#) and the [union's last position](#), they are posted on The Council's website at www.theCouncil.on.ca

Contract Update is a periodic newsletter from your Academic Bargaining Team to keep you informed on progress made or when significant events occur during collective bargaining. The English and French versions of this newsletter are also posted on the College Compensation and Appointment Council's website at www.theCouncil.on.ca.

Your opinion

We are interested in what you have to say and welcome your opinion. Please feel free to contact any member of the Management Bargaining Team or submit your views in writing to: info@theCouncil.on.ca.