

Academic Bargaining

Final Offer Vote – February 10

Update from the Colleges' Bargaining Team

This is faculty's chance to vote

Vote on Wednesday, February 10

On Wednesday, February 10, college faculty across Ontario will democratically vote on whether or not to accept the colleges' final offer.

The ballot will ask faculty to support one of the following statements:

The employer's offer of January 27, 2010 should be accepted.

or

The employer's offer of January 27, 2010 should be rejected.

If the majority of faculty accepts the offer, we will have a fully operational collective agreement in place and avoid the strike.

If the majority of faculty rejects the offer, there will be a strike because this is the colleges' final offer.

What Happens If the Final Offer Is Accepted

There appears to be some confusion among faculty about what will happen if the final offer is accepted. The following will happen:

- The colleges and the union will have a full collective agreement in effect and will remain in place until it expires on August 31, 2012.
- All individual and union grievance rights, joint provincial committees, and all other terms and conditions of the collective agreement will be fully operational.
- The new collective agreement will replace the terms and conditions introduced last November.
- The colleges and the union will begin negotiations for a new collective agreement in June 2012.

What Happens If the Final Offer Is Rejected

Rejecting the final offer means faculty will be on strike.

Contrary to what the union has been claiming, rejecting the offer will not result in further negotiations, arbitration or any modified position from the colleges. OPSEU knows this. We were clear when the final offer was presented that we were making these adjustments in a last effort to avoid a strike. It is why we have asked for a vote on the proposed collective agreement.

The colleges have gone as far as they can to meet the union's demands in this current environment. The colleges will not agree to binding arbitration. Asking a third party to write a contract does not change the economic circumstance of the colleges or our students.

The colleges believe the right thing to do is to give the faculty the democratic opportunity to have their say through a vote. We hope they will support the settlement we have offered.

The Colleges' Final Offer

The colleges' final offer reduced the length of the proposed collective agreement to three years from four, increased the salary proposal, and withdrew some items that the union perceived to be problematic.

- There is nothing in the colleges' offer that increases faculty workload.
- Workload protections contained in the last collective agreement are enhanced based on the recommendations of the Joint Workload Task Force.
- The colleges have addressed the Workload Task Force Report's four recommendations:
 - Increased faculty participation in course delivery decisions,
 - Ensure consultation in setting course evaluation methods,
 - Improved support for out-of-class assistance, and
 - Expanded professional development opportunities.
- Faculty have been offered a three-year deal that increases salary by 5.9% with a new maximum salary of \$102,186 by September 1, 2011.

We would encourage all faculty to make up their own minds by reading the final offer as approved for distribution by the OLRB and sent via direct mail and e-mail.

We hope that all faculty members will exercise their right and vote on February 10.

The colleges' final offer and more detailed information can be viewed online at: www.TheCouncil.on.ca

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