

## Q&A on Modified Workload Arrangements

**Q.** Will the new modified workload arrangements of the contract force faculty to increase their workload?

**A.** Absolutely not. No faculty's workload can be changed unless the faculty member wishes to participate in a modified workload arrangement. It is entirely voluntary.

Article 11.09 states exactly that:

**In order for a Modified Workload Arrangement to be implemented, at least two thirds (2/3) of the teachers involved and their manager must agree. Teachers not in agreement must be given the option of having the regular provisions of Article 11 apply to their workload assignment.**

All modified workload arrangements also continue to include the annual protections contained in the existing formula. There can be no more than 180 contact days per year, weekly contact hours assigned in fewer than 5 days shall continue to be deemed to be 5 days, and teaching contact hours shall not exceed 648 teaching contact hours in an academic year.

Article 11.09 states exactly that:

**For clarity, the workload limits contained in 11.01 K 1, 11.01 K 2 and 11.01 K 3 shall apply to Modified Workload Arrangements established under Article 11.09.**

Of course, the best protection against any workload arrangement that the teacher does not like or does not think is in the interests of the program delivery is the simple right to decline it and follow the original formula.

**Q.** Do the modified workload arrangements stop the faculty from relying on the protections of the existing workload provisions?

**A.** No, all faculty will continue to be able to rely on the workload formula.

**Q.** What role does the union have in the assignment of modified workload arrangements?

**A.** The union needs to consent to the faculty's decision to engage in a modified workload arrangement. If the union disagrees with the faculty's desire to modify their workload an arbitrator is empowered to determine whether the arrangement should proceed.

**Q.** Why is there a need to change workload arrangements?

The workload taskforce, which was chaired by Wes Rayner and had representation from the union and from the colleges, issued a unanimous report which included this recommendation as its first recommendation. The colleges supported the move toward modified workload arrangements and have introduced this provision.

The taskforce concluded that the workload formula was generally working well. The current Workload Resolution Process has been effective in resolving the few disputes that do arise.

However, the taskforce believed this recommendation would improve the workload provisions of the agreement.