

Response to OPSEU's Claims of Concessions in the Final Offer

There are no concessions for faculty in the final offer.

Workload

The modified workload arrangements allow faculty to choose to adjust their workload instead of having it be assigned. Modified workload arrangements are completely voluntary.

The annual workload limits in the collective agreement are still in place.

If a faculty member thinks any arrangements are not satisfactory he/she can simply decline to participate, and the regular workload formula will apply.

Grievances

When the collective agreement is finalized, both the union's and individual faculty members' access to the grievance process is exactly as it was under the previous collective agreement.

The proposed collective agreement maintains the 30-year practice in the sector of ensuring that grievances are processed in a timely manner.

Health Care

When the collective agreement is finalized, the Provincial Joint Insurance Committee will be operational.

Arbitrators' List

The arbitrators' list only includes additions mutually agreed to by the union and the colleges.

Pregnancy and Parental Leave

No faculty member is required to forfeit earned vacation time or pay when returning from a pregnancy or parental leave. The new terms give people returning from a pregnancy or parental leave more options.

Letter of Understanding re: Sick Leave Credit Transfers

The colleges withdrew this proposal in an effort to meet the union's perceived problems. The letter will remain as it was in the previous collective agreement.

Probation Upon Re-Employment

The colleges withdrew this proposal in an effort to meet the union's perceived problems. The letter will remain as it was in the previous collective agreement.

Retirees

The colleges withdrew this proposal in an effort to meet the union's perceived problems. The letter will remain as it was in the previous collective agreement.