

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