

CEC Settlement Offer (Sept. 15, 2021) Summary

Issue	Employer's Offer Includes	Why Can't Your Team Recommend It?
Workload	<p>Item 2: Non-binding workload task force to study issues of interest to both Union and Employer</p> <p>– Not co-chaired; Union pays ½ of all costs</p> <p>Item 3: FT Faculty who are obliged to provide <i>retroactive</i> accommodation after teaching period may turn to WMG to resolve issue of workload <i>after the semester is completed</i></p> <p>Item 4: PL Faculty who are obliged to provide <i>retroactive</i> accommodation <u>after contract period</u> may discuss additional compensation with supervisor</p>	<ul style="list-style-type: none"> • No changes to workload formula for three years (until <i>next CA</i>), if at all • Preparation and evaluation factors remain unchanged since 1985 • No recognition of different preparation demands for online or hy-flex / multi-mode delivery • No additional time for student accommodations • Proposed Task Force <i>explicitly</i> targets current workload protections for faculty in apprenticeship, academic upgrading, aviation programs and field placement supervision • Inequitable access to Workload Monitoring Group: Counsellors, librarians, and PL faculty denied
Staffing	<p>Item 7: Article 2.02 and 2.03A staffing grievances may not include data from Sept. 1, 2014–Dec. 20, 2017 <i>or March 23, 2020–April 30, 2022</i>. This will limit the Union's ability to create new full-time positions</p>	<ul style="list-style-type: none"> • This is a concession to our staffing language (Article 2), as opposed to the improvements in the Faculty team's proposal • No language preventing contracting out • No language to establish and safeguard a stable complement of full-time faculty • No requirement for Colleges to give preference to hiring partial-load faculty instead of part-time • No minimum requirement for staffing Colleges with counsellors or librarians
Partial-Load	<p>Item 8: PL credited with service for scheduled teaching days that fall on holidays, for purposes of 26.10C</p>	<ul style="list-style-type: none"> • No measurement of actual PL workload (including prep, evaluation, out of class assistance)

Item 9: Convert PL registry to academic year instead of calendar year; move registration date from Oct. 30 to April 30.

- No mechanism to limit actual workload associated with PL contract
- No improvements to PL seniority language; no improved transparency of or access to the partial-load registry
- No improvements to access to benefits between contracts (whereas faculty proposals would improve access)
- No access to workload dispute resolution

Equity

Item 1: Non-binding equity, diversity + inclusion “joint advisory group” to collect demographic data

– May make recommendations for changes to the Collective Agreement in the *next* round of bargaining

– Not co-chaired; Union pays ½ of all costs

Item 5: Non-binding Truth & Reconciliation Round Table to study issues of interest to both Union and Employer

– 8 member Round Table with regional representation only

– Makes recommendations a) for changes to the Collective Agreement in the next round of bargaining b) to individual colleges regarding policy

– Not co-chaired; Union pays ½ of all costs

- No commitment to structural change
- No improvements to equity language of the CA for at least 3 years, if at all
- No improvements to transparency of college processes
- No transparent investigation process for formal complaints of bullying or psychological harassment
- No acknowledgement of the value of Indigenous education, knowledge or experience, when determining starting salary
- No bipartisan, college-level apparatus to review college policies and implement non-discriminatory workplace systems, policies and practices, including employment equity
- No leave to attend cultural events or expansion of the understanding of family bereavement leave

Academic Quality (Intellectual Property; Academic Freedom; Academic Decision-Making)

Item 6: Materials converted from face-to-face courses to online courses as a consequence of the pandemic won't be used in “purpose-built online courses”, unless the faculty member uses that material when creating an assigned “purpose-built online course”

- No acknowledgement of faculty members' IP rights, copyrights, and moral rights
- No acknowledgement that Academic Freedom includes decision-making authority concerning curriculum, evaluation, mode of teaching, or the authority of counsellors to determine counselling services
- Subjects faculty members' intellectual property to sale and use without faculty

knowledge or approval

- No expansion of faculty voices in Colleges' academic decision-making at the program and College level
- Inequitable access to dispute resolution processes for faculty members
- No acknowledgement of Indigenous peoples' ownership and custody of their heritage
- No acknowledgement of counsellor's ability to exercise professional judgment

Compensation (Salary & Benefits)

Item 11: Government-imposed concession from Bill 124 – 1% increase/year for 3 years

Item 12: Reopening clause in the event Bill 124 overturned

Item 13: \$4,000 / year for prescription cannabis

- [Faculty proposal not yet tabled, but restricted by government-imposed concession of Bill 124]

Coordinators

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- No recognition that coordination is to be performed by faculty only
- No language to ensure transparent, responsible and equitable treatment in the appointment, workload, and compensation of coordinators

Class Definitions

Item 10: Changed Counsellor class definition appears to restrict Counsellor definition to mental health, referrals, team participation, and applied research

- No acknowledgement of the breadth of work currently performed by Counsellors in college community and communities beyond
- Removal of language around academic counselling performed by counsellors

Labour Relations

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- No attribution for Union representatives' time spent participating in joint college committees

Outside Work

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- No recognition of faculty rights to work outside the College without a manager's permission