



COLLEGE FACULTY

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EXPERTS IN STUDENT SUCCESS
SINCE 1967

Faculty Bargaining Team Update for Members

Presented at Local General
Membership Meetings
November, 2021

Recent Events...

Nov. 18 (First Day of Conciliation):

- Faculty team presented a revised offer and invited College Employer Council (CEC) team to refer all outstanding issues in dispute to Voluntary Binding Arbitration, to resolve bargaining with no labour disruption
- Employer instead requested that Conciliator file “no board” report
 - This request sets in motion the timeline for lockout or unilateral Imposition of Terms & Conditions
 - Employer also has option to force a membership vote on their offer if they think that members would actually support it

Nov. 19: In response to the “No Board” report request, the faculty bargaining team was compelled to request a strike authorization vote from OLRB, to enable organized work action if management escalates by imposing Terms & Conditions

Nov. 23: Management sends revised offer by e-mail. (Discussed below.)

Employer's Nov. 23 Offer

- Offers **no improvements** on issues of workload, online learning, contracting out, or use of faculty-produced course materials
- **No improvements** to access to or transparency of Partial-Load Registry; negligible improvements for Partial-Load faculty
- Refers issues related to a) Workload, b) Equity, Diversity & Inclusion, and c) Indigeneity, Decolonization, and Truth & Reconciliation to non-binding committees. This effectively **lets the Employer prevent any change** or recommendations from coming from these committees
 - Employer's proposal for Workload committee *explicitly* targets application of workload formula for Apprenticeship, Academic Upgrading, and "specialized programs" such as Aviation

A Tale of Two Offers



What the Current Offers Agree On

Service credit for Partial-Load faculty who are assigned to teach on statutory holidays

Partial-Load seniority applies to courses regardless of a change of course name/code (not major revision)

2 Indigenous arbitrators added to arbitrator list

Faculty identifying as Indigenous may bring Indigenous Elder / Traditional Knowledge Keeper to WMG, Grievance meetings, as support

1% annual increase in salary; Bill 124 wage reopener language

Up to \$4,000 medical cannabis *with prescription*

PL Registry to apply to academic year, not calendar year

Courses taught as Part-Time or Sessional will also apply for purposes of seniority through PL registry

A Tale of Two Offers

Faculty Offer	CEC Offer
An extra 1.8 minutes weekly per student for evaluation (in a 3 hour course with 100% Essay/Project factor)	No change for 3 years, if ever
Extra attributed time for hybrid/online/hy-flex courses, following consultation with manager	No change in attributed time for online courses for 3 years, if ever
A workload task force with a dispute resolution mechanism <i>that would guarantee change prior to next round of bargaining</i> . Task Force would repeat every 3 years afterwards	A one-time workload task force in which the Employer could prevent any change, and that targets specific programs for cuts

A Tale of Two Offers

Faculty Offer	CEC Offer
No faculty (incl. PL) would lose jobs, hours, or pay because of contracting out	-
College can't use/sell faculty-produced course materials without permission	-
Subcommittee on Equity, Diversity, Inclusion reports to BoG, has dispute resolution mechanism to arrive at recommendations	Subcommittee with no dispute resolution – lets Employer prevent committee from making any recommendations
Round Table on Indigenization, Decolonization, and Truth & Reconciliation has dispute resolution mechanism to arrive at recommendations	Process with no dispute resolution – lets Employer prevent committee from making any recommendations

A Tale of Two Offers

Faculty Offer	CEC Offer
Revised class definition of Counsellor, to reflect actual work of Counsellors	Includes language that expands Colleges' right to contract out Counsellor work
Coordinator duties must be "reasonable and reduced to writing"	Coordinator duties must be "reduced to writing"
PL faculty may bridge benefits between contracts with written offer of future work	-
PL with seniority on PL registry should be given maximum hours (up to 12)	-

A Tale of Two Offers

Faculty Offer	CEC Offer
All current or former PL faculty eligible to enroll in PL Registry	-
Direct Balance of 1% increase in benefits (permitted by Bill 124) to offset costs of dental implants. Reduce offered \$4,000 for medical cannabis, if necessary, to accommodate dental implant benefit.	\$4,000 for medical cannabis, with prescription
2-year agreement	3-year agreement

What Would a Strike Mandate Mean?



Successful strike votes permit a variety of work actions beyond traditional strikes. Strong mandates reduce the risk of further escalation.

One possibility is a series of phased-in, escalating actions that will target the Employer (not students), starting with work-to-rule in January, and escalating from there over a series of weeks.

- Work-to-Rule
 - Adhering strictly to the specific duties and times assigned on our SWFs (or in PL contracts)
 - May escalate
 - Faculty's effort to demonstrate first-hand the inadequacy of our workload formula, which the faculty bargaining team has tried to explain at the table
- Targeted work stoppages
- Rolling strikes

Will we be on strike during the holidays? No.

What Would a Vote Against a Strike Mandate Mean?



Management could unilaterally impose Terms & Conditions of its choosing, roughly in mid-December, with no announcement. Faculty would have no means of organizing an *effective* response.

In this round of bargaining, the CEC has already presented an offer that:

- Two-tiers workloads, scheduling, and vacations
- Reduces preparation factors for asynchronous courses
- Reduces evaluation factors for online grading
- Weakens PL Registry eligibility, increases precarity

A strike vote is required for any coordinated work action

What Can You Do Now?



- Pressure the CEC Team by pressuring your College President
- Keep your eye open for our “click to e-mail” campaign
- Follow your Local’s Digital Information Picket
- Actively involve yourself in your employer’s social media campaigns, using their hashtags to introduce bargaining issues (e.g., #CentennialFam, #ExperienceGeorgian, #LaCitéEnsemble)
- Share *your story* briefly on Instagram, Twitter, or Facebook
 - #time4students
 - Tell @CECouncil, @JillDunlop1, and @LindaFranklinCO that the CEC should agree to voluntary binding arbitration
- Subscribe to your Local’s and CAAT-A’s Social Media
 - FB: /OntarioCollegeFaculty
 - IG: @CAATAbargaining
 - Twitter @CAATfaculty

Putting the Car in Gear...



You Are Now a Local Outreach Officer!

Have conversations with your colleagues.

4 Points for Conversations:

- 1) A strike vote is needed for any organized action involving our work; it doesn't necessarily mean a full strike
- 2) Management can resolve issues with no labour disruption by bargaining and referring outstanding issues to Voluntary Binding Arbitration
- 3) Faculty proposals balance the need for immediate relief with long-term structural changes. For example, where we propose task forces, we ensure structures to address issues, not defer them
- 4) Almost all of the faculty proposals are at no cost to the Employer