



CAAT-A Bargaining Update

September 2017

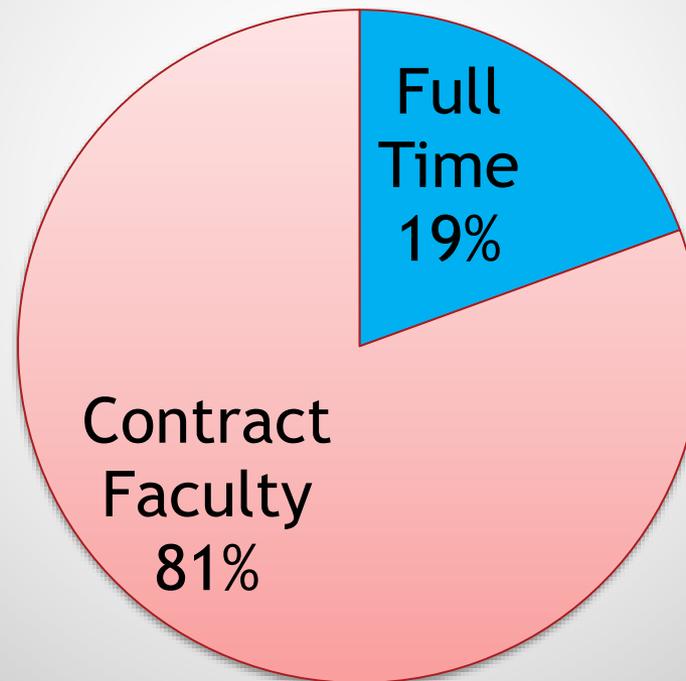
Agenda



- The Process so Far
- College System in Crisis
- Union's Comprehensive Offer for Settlement
- Council's Latest Offer
- Where We Are Now
- The Way Forward
- September 14th Strike Vote

College System In Crisis

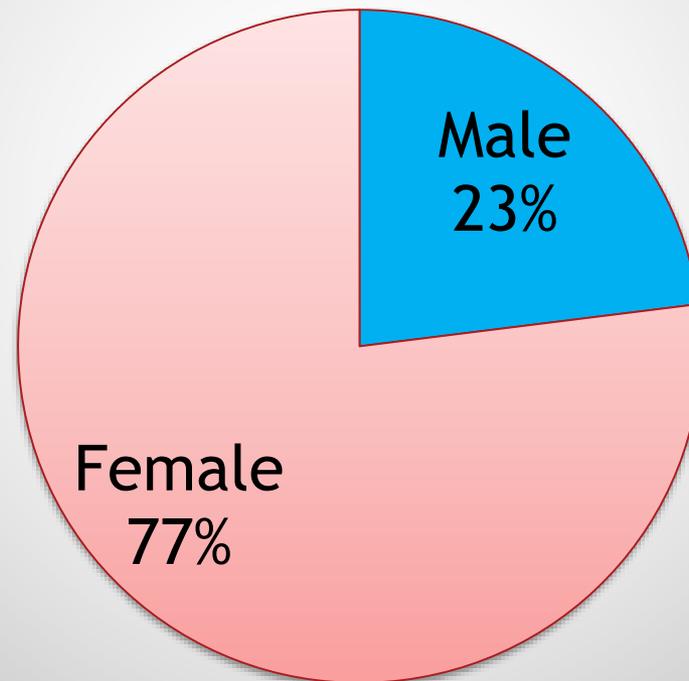
% of Teaching Contact Hours
From Council disclosure August 22 2017



College System In Crisis

Sessional Instructors

From Council disclosure August 22 2017



Two Different Visions



Management:

- Everything is fine
- This is a time for celebration, 50 years of excellence
- Unique system structure
- “Flexibility” is working
- Will not abdicate management responsibility for academic decisions

Faculty:

- It’s time to address issues in the system
- Time for fairness and quality
- Address precarious employment
- Stop privatization and outsourcing
- Unsustainable to rely on working for free
- Faculty input required in academic decision-making

The Process So Far



- 9 Days of bargaining with The Council.
- Council began with minor, “housekeeping” items. We began with our highest priorities.
- There’s been an exchange of offers for settlement

The Council's First Settlement Offer



- Council's "extension" offer did not address a single faculty bargaining issue
- Locked in for 4 more years
- Included a major takeaway in extending the freeze on Article 2 Staffing
- Included another major concession - a "revenue neutral" clause concerning any CA changes resulting from Bill 148
- Average 1.875% salary increase per year with lump sums

The Council's First Settlement Offer



- Council gave us until August 24th to respond to the “extension offer”
- Bargaining Team took the offer to the Local presidents, the DivEx, and the Bargaining Advisory Committee (BAC)
- The offer was unanimously rejected by all of these groups

The Union's Comprehensive Offer for Settlement



- On August 23, the Bargaining Team met with The Council and rejected their offer
- The union then presented a comprehensive offer of settlement that addresses key faculty issues
- Management tabled a number of proposals with serious takeaways concerning: removing Article 2 entirely, evaluation factors, workload limits, overtime, and union book-off

Included in Union's Comprehensive Offer for Settlement (Non Monetary)



- Streamlined article on faculty academic freedom and intellectual property rights
- Streamlined article on academic senates
- Faculty complement protection that would significantly increase full-time hires
- Give partial load real seniority, job security, benefits
- Articles that give faculty more time for out-of-class assistance and online teaching
- Workload framework for counsellors and librarians

Included in Union's Comprehensive Offer for Settlement (Monetary)



- 2.25% salary increase for each year of a 3 year agreement
- Removal of lowest step, addition of one at the top
- Partial load pay prorated against full time pay
- Improved benefits, including partial load
- Option to opt in to retiree life insurance that support and administrators have

The Council's "Revised" Offer



- On August 24 Council wholly rejected the union proposal
- Council presented another offer, expires on Sept. 29
- Offer still does not address a single faculty demand
- Removed “revenue neutral” language from Bill 148 clause, but clear intent from them that there will be “no new money” for “equal pay for equal work”
- Extends the Article 2 Staffing freeze for another 4 years
- Monetary offer was the same

The Council's Response to Your Issues



<i>What You Voted For</i>	<i>The Council's Response</i>
Establish academic freedom and collegial governance	No.
Improve the salary grids and wages to better our position in relation to our comparator groups (high school, university professors) and to account for inflation	No progress in relation to comparators
Improve job security, complement, and layoff language	No. Continue freeze on Article 2 Staffing, no new FT positions.
Improve workload factors to provide adequate time for academic work	No.

The Council's Response to Your Issues



Prevent the contracting out, privatization, or outsourcing of faculty work	No. Offer of Settlement would prevent “direct” job loss due to contracting out. Does not truly address privatization or outsourcing.
All faculty work is recorded on the SWF	No.
Strengthen intellectual property rights (IP).	Referred to Committee to continue to study IP
Improve benefit coverage for all faculty	Offer of Settlement only contains catastrophic drug coverage to be <u>100% Employee Paid</u>
Improve language for replacement and consideration	No.

The Council's Response to Your Issues



Strengthen language to improve union representation of members working inside and outside the Province of Ontario	No.
Gain parity for partial-load faculty	No.
Improve partial-load job security	No.
Record and compensate total partial-load workload	No.
Create a workload formula for counsellors and librarians	No.
Create workload and caseload limits for counsellors	No.

The Council's Direction



- Council refused to negotiate the union's top demands for academic freedom, intellectual property, and collegial governance
- Council wants to phase out full-time faculty
- Council wants to destroy the protections of Article 11 Workload
- Council wants to extend the workday and assign regular work on weekends for any new hires
- Council wants absolutely no job security for contract faculty

Moving Forward: A Historic Opportunity for Change



- Council's tabled proposals would further undermine the College system
- Even their most recent offer for settlement would be devastating
- **The union's proposals would renew the College system**
- Key demands on academic freedom and collegial governance are almost completely cost neutral
- Fairness for partial load simply reflects changes coming with Bill 148

With Members Behind us: Negotiations Work!



- Council distracts, denies, delays, and dismisses
- By the team standing strong, The Council has already adjusted their Bill 148 “equal pay for equal work” message
- We are lobbying at the provincial legislature on September 20, educating MPPs on our key demands
- If we continue to support the team, we have an incredible opportunity to make real change
- A strong strike vote shows The Council that faculty are serious about our demands and serious about negotiating a fair settlement

On September 14



I authorize the bargaining team to call a strike, if necessary

I do not authorize the bargaining team to call a strike, if necessary

Mobilizing for a Strong Vote on September 14



- On September 14, faculty will get to choose between two visions of the College system
- The Council's vision relies almost entirely on the backs of precarious and underpaid contract faculty, and completely excludes faculty from academic decision-making
- The Union's vision will create more full-time jobs, job security and equitable pay for contract faculty, and academic freedom and IP protection for all faculty
- A strong YES vote on September 14 sends the team back to the table with the mandate we need to get the best deal for our faculty