



COLLEGE FACULTY  
PERSONNEL SCOLAIRE  
DES COLLÈGES



November 16, 2021

Dear Faculty Members:

The Faculty team met informally with the conciliator on Friday, November 12 for the first time, and both parties are meeting with the conciliator on Thursday, November 18 at 10am.

Below please find an overview of the comparisons between the current offers of settlement (as of November 12) from both your faculty bargaining team and the CEC bargaining team. We have highlighted the key differences between the two offers:

## WORKLOAD

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| <ul style="list-style-type: none"><li>• The Faculty team proposes that language be added to enable faculty to receive <b><u>additional time for courses with an online component</u></b>, following discussion with their manager.</li><li>• The CEC team proposes <b><u>no changes</u></b> to time provided for preparation.</li></ul>   |
| <ul style="list-style-type: none"><li>• The Faculty team proposes to <b><u>increase time for essay/project evaluation and feedback</u></b> to 7 minutes and 12 seconds per student per week (for a 3-hour course) from the current 5 minutes and 24 seconds.</li><li>• The CEC team proposes <b><u>no changes</u></b> to the time provided for evaluation/feedback</li></ul>  |
| <ul style="list-style-type: none"><li>• Both sides propose a joint Workload Committee to deal with <i>longer-term</i> workload issues. For dispute resolution, the faculty side proposes that <b><u>the decision of a neutral arbitrator shall be binding</u></b> in the next round of negotiations.</li><li>• The CEC team proposes that a neutral chair <b><u>only make non-binding recommendations</u></b> for the next round of bargaining.</li></ul> |

## PARTIAL-LOAD

- The faculty team proposes to permit Partial-Load faculty to bridge benefits during non-teaching periods **when they have a written offer of employment** (which would include an email). This would be a no-cost item to the Employer.
- The CEC team proposes that PL faculty should only be able to bridge benefits when they have a **contract** in hand for future employment.

- The faculty team proposes that Partial-Load faculty who have seniority be granted **the maximum possible partial-load assignment** (e.g., 12 hours weekly).
- The CEC team's offer has **no such proposal**.

- The Faculty team proposes that a list of courses to which PL faculty have seniority rights **be made transparent** to the faculty member and the Local.
- The CEC does **not** propose that this information be transparent.

- The management team proposes **restricting access to the Partial-Load Registry** only to faculty who a) are currently teaching on contract, **and** b) have taught as Partial-Load for eight months (with at least 30 teaching hours each) in the last four academic years. This would **reduce** access to the Partial-Load registry.
- On the contrary, the faculty team would **expand registry access to faculty** who are currently teaching as part-time, partial-load or sessional, as well.

## EQUITY

- The faculty team proposes that the Local committees provide **recommendations to the colleges' Boards of Governors (who are the ultimate decision-makers at colleges)**.
- The CEC team proposes that their recommendations would only go **to the College Presidents (who may or may not choose to refer them to the Boards of Governors)**.

- The faculty team proposes new language by which local committees would offer recommendations on how to implement college policies that are **equitable in effect**.
- The CEC proposes language that **would only advance** principles of equity, diversity, and inclusion.

## STAFFING

- The faculty team is proposing language that would **prevent any member from losing work or pay** because of work that is normally done by bargaining unit members being contracted out of the bargaining unit.
- The CEC team's language is more limited in its impact. It applies only to full-time, not partial-load, members **losing employment** (and not wages or hours) as a direct result of contracting out.

- The CEC team is proposing to **permit the Colleges to abuse** the agreed-upon limits to partial-load or sessional staffing until 2024 or later, by **preventing Union Locals from grieving violations** of staffing articles.
- The faculty team **objects to this proposal**, which could result in no new full-time hiring for several years.

## SALARY & BENEFITS

- While both sides have agreed upon language to reopen wage negotiations if Bill 124's restriction on annual increases to compensation to 1% is overturned, **the CEC team proposes a 3-year deal** with 1% increases to compensation across the board.
- **The faculty team proposes a 2-year deal** with 1% increases.

- In addition to a mutually-agreed addition of up to \$4,000 for prescribed medical cannabis, the faculty team is proposing that any **remainder of the possible 1% increase in benefits be directed to dental implants**.
- The CEC makes **no proposal for any remainder** of the possible 1% increase in benefits.

## COORDINATORS

- The faculty team proposes language that explicitly states that coordinator workload **must be reasonable**.
- The CEC team does **not** propose such language.

## USE OF FACULTY-PRODUCED COURSE MATERIALS

- The faculty team proposes language that would prevent the college from **using, sharing, selling or transferring faculty-produced course materials without the written consent** of the member.
- The CEC team proposes **no such language**.

## INDIGENIZATION, DECOLONIZATION, AND TRUTH & RECONCILIATION

- The CEC team proposes a “non-adversarial process” to consider “issues related to Indigeneity”.
  - The faculty team proposes Indigenous-led and jointly-chair Round Tables with a **more specific focus**, including analysis of college policies and the collective agreement.
- The faculty team also proposes **Local round tables** to review individual college policies for the purpose of Indigenizing and decolonizing them as much as possible.
  - The CEC team does **not**.
- The Faculty team proposes a **dispute resolution mechanism for arriving at concrete recommendations** prior to the next round of bargaining, ultimately involving one of the two Indigenous arbitrators that both sides have agreed to add to the CA.
  - The CEC team’s proposal features **no dispute resolution mechanism**.

## COUNSELLOR CLASS DEFINITION

- By adding the wording “*When so assigned, as part of a multi-disciplinary team, the counsellor’s duties may include*”, the CEC team has introduced language that could give management the right to **assign counsellor duties to people outside the bargaining unit**.
- The faculty team objects to this, believing that it would **facilitate the contracting out of Counsellor work**, as we have already seen at certain colleges.