

Faculty Issue	What you get in the CEC offer
Contracting Out/ Job Security	No protections for your work <ul style="list-style-type: none">• Expanding opportunities for privatization and precarious work• Only 10 colleges with full-time librarians• Massive push to outsource and consolidate counselling services• No incentive to reduce number of precarious faculty (currently ~75%)
Workload	Yet another workload task force with... <ul style="list-style-type: none">• No updates to the factors unchanged since 1985• No dispute resolution process• No guaranteed changes to workload ever• No additional time for grading• No additional time for online course preparation• An open door to two-tiered workloads
Partial-Load	Nothing on key issues of workload, benefits, or security: <ul style="list-style-type: none">• No improvement to bridging benefits• No improvement to your ability to access the registry• No guarantee of maximum teaching contact hours based on your seniority• Minimal improvements to job stability
Intellectual Property (IP)	No protection for faculty-produced materials <ul style="list-style-type: none">• No acknowledgement of the need for faculty consent for the sale or sharing of the materials we produce• Further erosion of faculty work to private colleges and through contracting out
Indigenization, Decolonization, and Truth and Reconciliation	Another vague process that is just for show, not one that will actually result in change <ul style="list-style-type: none">• No process for dispute resolution• No requirement to implement recommendations for change• No clear mandate, representation, or consultation process• No acknowledgment of existing problems or that change is necessary
Equity, Diversity and Inclusion (EDI)	Yet another vague process that is just for show, not one that will actually result in change <ul style="list-style-type: none">• No requirement to implement changes• No process for dispute resolution• No requirement to ensure that college policies will be non-discriminatory in both nature and effect• No requirement to report to the Boards of Governors
Coordinators	A refusal to ensure that coordinator assignments are <i>reasonable</i> <ul style="list-style-type: none">• Colleges are already dragging their feet in providing <i>specific</i> written duties• More exploitation of coordinators• Assigning duties with inadequate time• Hiving off of coordinator work to administrators
Counsellor Class Definition	Further erosion of counsellors’ work <ul style="list-style-type: none">• Dangerous language that allows colleges to contract out or assign counsellor work to administrators (“Where so assigned, as part of a multidisciplinary team...duties may include”)• It blurs the counsellor’s role and duties within the “multidisciplinary team”
Salary and Benefits	Less than the 1% increase in total compensation permitted by Bill 124 <ul style="list-style-type: none">• Current benefit portion of the offer is less than the 1% permitted by Bill 124• No benefit improvements beyond prescription cannabis• No willingness to improve other benefits within the 1% cap
Length of Agreement	No Improvements on key faculty demands for at least 3 years <ul style="list-style-type: none">• Faculty are open to discussing term length if key demands are addressed properly