



CAAT-A

COLLEGES  
ACADEMIC  
DIVISION



Bargaining information for OPSEU members in the CAAT-Academic Division

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## Why authorize a strike mandate?

### *Without a strike mandate:*

1. The Colleges will not bargain any further.
2. There will be no Contract of employment, no Collective Agreement.
3. The imposed terms and conditions of employment will remain until the colleges decide to impose further changes to the terms and conditions.
4. The recommendations of the Workload Task Force will not be properly or fully implemented.
5. There will be no improvements to quality for students or to working conditions for faculty.
6. The imposed concessions will continue and will probably expand.
7. College faculty salaries will fall below high school teacher levels in 3 years.
8. Because salaries will be lower than our referent groups, pensions will not be what they should be for persons nearing retirement.
9. There will be no improvements to benefits for at least four years.
10. The union will not be allowed to file grievances on your behalf.

**With a Strike mandate:**

1. The Colleges will return to the bargaining table knowing they must amend their position.
2. The bargaining process will resume and the attempt to break the union by imposition will have failed.
3. A negotiated settlement becomes a priority instead of an experiment on imposition.
4. Pressure will mount on the Minister of Training, Colleges and Universities to influence Colleges to settle before a strike.
5. The union will advance the recommendations of the Workload Task Force to improve quality.
6. The salary position will be improved.
7. Concessions will not be a part of a revised contract.
8. Flexibility in scheduling will be possible but with protections recommended by the Task Force.
9. Any settlement will improve on the imposed terms and conditions.
10. A three-year agreement will enable the parties to adjust to the changing economic climate.

**On January 13, 2010  
Vote YES**