



CAATFA

COLLEGES  
ACADEMIC  
DIVISION



Bargaining information for OPSEU members in the CAAT-Academic Division

## Workload Task Force

**Q**: What's the Workload Task Force?

**A**: As a result of the 2006 strike, Arbitrator William Kaplan established an independently-chaired task force to examine the workload issues that had led to the strike.

**Q**: Who was on it?

**A**: The Task Force was chaired by Wesley Rayner, an arbitrator and former Dean of the University of Western Ontario's law school. Dr. Marcus Harvey, a researcher with the Canadian Association of University Teachers, was the Union nominee. Morris Uremovich, an employee of the Council, was the management nominee.

**Q**: When did the Task Force present its report?

**A**: The Task Force first surveyed faculty and managers, and held forums across the province to gather input. The Task Force completed its work and made its final report in March 2009.

**Q**: Why is this report so important?

**A**: It confirms the faculty's long-standing workload concerns. It proposes ways to resolve those concerns. The three members of the Task Force were in full agreement with the findings of the report. The 13 recommendations, as well as all the comments and observations, of the Task Force were unanimous. The Union and the Council members agreed with the chair, Mr. Rayner.

**Q**: What are the recommendations?

**A**: There are four main recommendations, and nine sub-recommendations.

- flexibility in scheduling. (The nine sub-recommendations limit that flexibility.)
- student evaluation methods should be determined collegially
- teachers with high numbers of students should get extra time for out-of-class assistance to students

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- The Task Force recommended incorporating academic freedom and collegiality into the Collective Agreement and enhancing professional development.

Overall and generally, the theme of the recommendations is to change some aspects of the college system of determining workload to make it more like universities. That, says the Task Force, will enhance quality in the Colleges.

**Q**: Where can I find this Report?

**A**: The Report is available at  
[http://www.opseu.org/caat/caat\\_ac/WorkloadTaskforceReport\\_Mar\\_2009.pdf](http://www.opseu.org/caat/caat_ac/WorkloadTaskforceReport_Mar_2009.pdf)

**Q**: The Colleges say they are implementing the recommendations. Is that true?

**A**: No. Although, the Colleges' imposed terms and conditions include some aspects of the recommendations, they are limited. For example, in imposing language on flexibility, the Colleges have refused to include the key sub-recommendation which would prevent a dramatic increase in workload. The imposed flexibility language violates several of the Task Force sub-recommendations, including: no increased workload, the Union right to grieve, and academic year time limits on any arrangements. They also have not included any language that provides for academic freedom.

**Q**: The Colleges say also that their imposed terms and conditions already contain many of the Task Force Recommendations.

**A**: This is a misrepresentation.

The imposed terms on evaluation fail the Task Force recommendations completely. The supervisor still unilaterally determines the evaluation methods (factor). This is not the collegial, shared decision-making recommended by the Workload Task Force.

The imposed term to address student numbers above the norm (average) affects only the top 5% of faculty, is applied only at the manager's discretion and provides only 54 seconds additional time per student per week.

**Q**: Since the Task Force Report was unanimous and the Colleges had a member on the Task Force, why do the Colleges refuse to implement all the recommendations?

**A**: The Colleges are unwilling to adopt models of shared academic decision-making and collegiality that are the guaranteed characteristics of other post-secondary institutions. They advised that they do not wish to relinquish any of the control they now have.

On January 13, vote Yes

