



TO: All Faculty  
FROM: Ted Montgomery, Negotiating Team Chair  
DATE: February 13, 2004  
RE: **NEGOTIATIONS UPDATE**

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What's at stake in this vote? You've already received details in previous newsletters. This is just a quick reminder.

**Workload – Quality is the issue.**

- Management insists that there will be no improvement to workload unless the faculty accept one-on-one bargaining with no limits except annual teaching hours.
- The workload formula is at stake
- Management's offer removes weekly teaching limits – existing since the Colleges opened in 1967.

**Salary**

- Salaries that will fall below the high school teachers
- Loss of the principle that sets our salaries between the high schools' and universities'
- No Retroactive pay

**Benefits**

- The Drug Card which will reduce our access to new drugs
- No relief for retirees or persons on LTD
- No relief on our LTD premiums

**Leaves**

- Reduced sick leave for new hires
- Reduced time release for faculty negotiators

**Grievances**

- More delay in scheduling arbitration hearings and getting resolution

**Staffing**

- No reduced use of part-time and sessionals

**Job Security**

- Seniority for “temporary” managers

**Copyright**

- Nothing

**Sabbaticals**

- Nothing

Management has been perfectly clear — if there is no strike mandate there will be no further improvements to their offer. Nothing will be added, nothing removed.

**The only way to get a realistic offer on the table is with the pressure of a strike mandate.**