August 2021 Issue 3

OPSEU SEFPO COLLEGE FACULTY

#Bargaining for Better

NEGOTIATIONS BULLETIN

Message from the President and First Vice-President Treasurer

Getting down to brass tacks

After first meeting with the College Employer Council in early July, CAAT-A bargaining resumed with the employer for three more days this week. The team laid out faculty members' comprehensive list of ranked demands established at our April demand set meeting. Key issues focussed on workload, staffing, equity, professionalism, and fairness for all faculty.

These proposals will not only benefit the hundreds of thousands of students who rely on our colleges for their future but also spur the province's economic recovery.

College faculty are the frontline professionals who assess students' needs every single day. You know what's working, what's not working, and what can be done to fix it. Without taking your input seriously, effective and lasting reform is not possible.

Finally, every OPSEU member shares your concern regarding the necessity for ongoing structural change to remove barriers for Black, Indigenous and other racialized faculty. We are proud to say that OPSEU has led the way in work that permanently breaks down systemic barriers. It's vital that our students see their colleges as model principles of equity and dignity, so not only will they know what they can and should expect from their potential employers but also commit themselves as allies, now and in the future.

We wish the team well when bargaining resumes on August 10 and stand ready to offer the full support of a 180,000 strong union moving forward.

In solidarity,

Warren (Smokey) Thomas
OPSEU/SEFPO President

Eduardo (Eddy) Almeida,
OPSEU/SEFPO
First Vice-President/Treasurer

Message from your bargaining team

On August 5, the bargaining team for full-time and partial-load college faculty completed a scheduled three days of bargaining with the College Employer Council. During these days, the bargaining team presented all demands not related to issues of compensation.

The following are highlights from the major proposals presented by the faculty bargaining team. You may read our complete proposals here.

Workload

provide faculty an extra two hours weekly on the SWF for supporting students with accommodations

- provide SWFs for partial-load faculty members to measure their entire workloads
- increase time attributed for preparation in general and recognition of the additional preparation associated with online teaching modes, including hybrid and hy-flex
- increase time attributed for grading “essay or project”-type evaluations
- create recorded workload assignments for counsellors and librarians

Staffing

- establish that 50 per cent of faculty complement at each college will be full-time positions in 2023 and 70 per cent will be full-time in 2026
- require partial-load contracts to be for a minimum of one year
- establish minimum numbers of counsellors and librarians based on student numbers
- end outsourcing and contracting-out of faculty work
- improve pathways to full-time jobs and service credits for partial-load faculty
- make partial-load registry transparent to faculty and locals, and include all courses taught, regardless of contract status

Equity

- form committees to i) review employment and workplace policies, address systemic discrimination and recommend structural changes; and ii) review compensation to ensure equitable compensation for all faculty
- create alternative dispute resolution processes respecting Indigenous cultures and practices
- implement workload practices that honour the work associated with decolonization, Indigenization and reconciliation by Indigenous faculty

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- strengthen language around bullying, harassment and discrimination, as well as return-to-work and accommodation language

Professionalism

- permit faculty members to work outside the college without manager permission
- clarify that academic freedom includes control over course content, evaluations and grading
- clarify that faculty own their work produced in the course of employment
- updating the class definition of counsellor
- establish academic councils at each college to permit elected faculty representatives to advise the Board of Governors on all academic issues at the colleges

The team has not yet presented demands related to compensation, as the employer's bargaining team has yet to disclose the information related to the colleges' finances we requested in our Notice to Bargain. We have been assured that we will receive this information shortly.

The two teams will be returning to the negotiating table on August 10, at which time we expect the employer to respond to our proposals. We look forward to ongoing discussions about how we can work together to build a better college system for both students and faculty.

Workload

Staf ng

Equity

Professionalism

Fairness