



COLLEGE FACULTY

bargainingteam2021@gmail.com

EXPERTS IN STUDENT SUCCESS
SINCE 1967

Faculty Bargaining Team Update on Partial-Load Issues

**Presented at the Provincial Town Hall
on Partial-Load Issues
December 7, 2021**

Land Acknowledgment



I would like to begin by acknowledging the Indigenous Peoples of all the lands that we are on today. Personally, I am participating from the unceded territory of the Algonquin Anishinaabe people. While we meet today on a virtual platform, let us together take a moment to acknowledge the importance of the land, which we each call home. From coast to coast to coast, we acknowledge the ancestral and unceded territory of all the Inuit, Métis, and First Nations people that call this land home.

As settlers, we're grateful for the opportunity to meet here and we thank all the generations of Indigenous peoples who have taken care of this land - for thousands of years.

This recognition of the contributions and historic importance of Indigenous peoples must also be clearly and overtly connected to our collective commitment to make the promise and the challenge of Truth and Reconciliation real in our communities.

As educators, we have a duty to not only recognize the ongoing uncovering of the bodies of stolen Indigenous children housed in abusive and neglectful institutions operated by the government and the church across the country, we must also deconstruct the colonial systems that continue to oppress Indigenous people throughout Turtle Island today. Reading the recommendations from the TRC report regarding residential schools and missing and murdered indigenous woman and girls is a starting point. Beyond that, we need to take a leadership role in advancing the adoption and practice of these.

Statement of Respect



Harassment or discrimination of any kind will not be tolerated at OPSEU/SEFPO functions.

Whenever OPSEU/SEFPO members gather, we welcome all peoples of the world. We will not accept any unwelcoming words, actions or behaviours against our union members.

We accord respect to all persons, regardless of age, creed, political affiliation and racialization including and not limited to People of African descent, Black, Caribbean, South Asian, Asian, women, men, First Nations, Métis and Inuit peoples, members of ethno-racial groups, people with disabilities, gays, lesbians, bisexual, transgender/transsexual people, and gender diverse persons, francophones and all persons whose first language is not English.

In our diversity we will build solidarity as union members.
If you believe that you are being harassed or discriminated against, contact Pearline Lung or Tracy Henderson for immediate assistance.

Categories of Contract Faculty

- **Partial-Load (PL) Faculty teach 7 to 12 hours per week**
 - Only PL Faculty are unionized within CAAT-A and comprise more than 40% of the bargaining unit
- **Part-Time (PT) Faculty teach fewer than 7 hours per week**
- **Sessional Faculty teach more than 12 hours per week**
- **A drive to certify PT and Sessional Faculty culminated in a vote in 2017**
 - The College Employer Council continues to hold up the counting of those votes at the Ontario Labour Relations Board (OLRB)
 - We hope that those votes will finally be counted in 2022 and that PT and Sessional Faculty will have union protection as a result

Where are we now?

Faculty team goal:

- Negotiated settlement that addresses faculty demands
- Avoid escalation

Proposals (details to follow):

- Faculty November 18 revised offer
- Faculty offer to send outstanding issue to binding interest arbitration
- Employer November 23 revised offer and Final Offer Selection (FOS)

In process:

- Strike vote December 9-11
- Cooling off period ends December 13, 12:01am

Employer's Nov. 23 Offer



- **No improvements** on Partial-Load faculty members' access to or the transparency of PL Registry; negligible improvements for PL faculty
- Agrees to examine PL workload in proposed Workload Task Force but this Task Force has no “teeth” - i.e., no guarantee that any recommendations will be acted upon
- Equity-related and Indigeneity issues - which affect PL faculty - are being referred to non-binding committees with no guarantee of any change in the future
- “No contracting out” language is not included which would protect the work that PL faculty do
- PL faculty have no rights to course materials that they produce. These materials can be sold to private colleges which siphons bargaining unit work away from us
- The exploitation of PL faculty remains unaddressed

What the Current Offers Agree On

Service credit for Partial-Load faculty who are assigned to teach on statutory holidays

Partial-Load seniority applies to courses regardless of a change of course name/code (not major revision)

Courses taught solely as Part-Time or Sessional will also apply for purposes of seniority through PL registry

PL Registry to apply to academic year, not calendar year

1% annual increase in salary; Bill 124 wage reopener language and up to \$4000 medical cannabis *with prescription*

2 Indigenous arbitrators added to arbitrator list

Faculty identifying as Indigenous may bring Indigenous Elder / Traditional Knowledge Keeper to Grievance meetings, as support

Where We Differ - PL Workload



Faculty Offer

A workload task force that would examine “[PL] workload to ensure that all work performed by [PL] faculty is appropriately and equitably recognized, recorded, and compensated.”

Includes a dispute resolution mechanism *that would guarantee change prior to next round of bargaining.*

Task Force would repeat every 3 years afterwards

CEC Offer

A one-time workload task force, that would include a limited examination of PL workload, in which the Employer could **prevent any change.**

Where We Differ - PL Proposals



Faculty Offer	CEC Offer
PL faculty may bridge benefits between contracts with written offer of future work	Bridging benefits would still require written contract (no change)
No faculty (incl. PL) would lose jobs, hours, or pay because of contracting out	
PL with seniority on PL registry should be offered maximum hours (up to 12)	
All current or former PL faculty would be eligible to enroll in PL Registry	

Where We Differ - Affects All Members

Faculty Offer	CEC Offer
College can't use/sell faculty-produced course materials without permission	
Subcommittee on Equity, Diversity & Inclusion reports to BoG, has dispute resolution mechanism	Subcommittee with no dispute resolution – lets Employer prevent committee from making any recommendations
Round Table on Indigenization, Decolonization, and Truth & Reconciliation has dispute resolution mechanism	Process with no dispute resolution – lets Employer prevent committee from making any recommendations

Where We Differ - Affects All Members

Faculty Offer

Balance of 1% increase in benefits (permitted by Bill 124) to offset costs of dental implants. Reduce offered \$4,000 for medical cannabis, if necessary, to accommodate dental implant benefit.

2-year agreement

CEC Offer

\$4,000 for medical cannabis, with prescription

3-year agreement

What You Can Do NOW

Vote in **FAVOUR** of a strike mandate

Your ballot will read:



I authorize the bargaining team to call a strike, if necessary

I do not authorize the bargaining team to call a strike, if necessary

What Does a Strike Mandate Mean?



A successful strike vote does not equal a strike

- A strong strike vote sends a message to management
- A strong strike vote shows our willingness to stand together and stand behind our demands
- A strong mandate shows solidarity and support for your team.

Will we be on strike during the holidays? No.

What would a strike look like? A series of phased-in, escalating actions that will target College administrators over a series of weeks.

Without a strike mandate...

Imposition of terms and conditions

- Management could choose to unilaterally impose Terms & Conditions as early as 12:01 A.M. on December 13th. Without a strike vote, faculty have no means of organizing an *effective* response.
- What could imposed terms look like?

A strike vote is required for any coordinated work action

Important Dates



- **December 8 6:30-8:00pm**
 - Provincewide Information Session (on all issues)
- **December 9 @ 9:00am - December 11 @ 3:00pm**
 - Online strike authorization vote, administered by Ontario Labour Relations Board
- **December 13**
 - Earliest date when the Employer can Impose Terms & Conditions of employment (5 days notice is needed for a lockout)
- **December 16**
 - Earliest date when faculty may (with successful strike authorization vote) commence work actions

What Can You Do Now?



- **Pressure the CEC Team by pressuring your College President**

- Join our “click to e-mail” campaign (www.collegefaculty.org)
- Actively involve yourself in your employer’s social media campaigns, using their hashtags to introduce bargaining issues (e.g., #CentennialFam, #ExperienceGeorgian, #LaCitéEnsemble)

- **Follow along AND Share *your story***

- #time4students #BargainingforBetter
- FB: /OntarioCollegeFaculty
- IG: @CAATAbargaining
- Twitter @CAATfaculty
- Send a message to @CECouncil, @JillDunlop1, and @LindaFranklinCO

Talk to Your Colleagues



4 Points for Conversations:

1. A strike vote is needed for **ANY** organized action
2. To avoid labour disruption, management simply needs to either bargain outstanding issues or refer them to Voluntary Binding Interest Arbitration
3. Faculty proposals balance immediate relief **NOW** with long-term structural changes
4. **ALL** of the faculty proposals are at low- or no cost to the Employer