



# COLLEGE FACULTY

[bargainingteam2021@gmail.com](mailto:bargainingteam2021@gmail.com)

**EXPERTS IN STUDENT SUCCESS**  
SINCE 1967

# Faculty Bargaining Team Update for Members

Provincewide Membership Meeting  
December 8, 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.

# 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



# Where We Agree



Service credit for Partial-Load (PL) faculty for statutory holidays

PL seniority regardless of a change of course name/code

Add 2 Indigenous arbitrators

Indigenous faculty may bring Indigenous Elder / Traditional Knowledge Keeper to WMG, Grievance and Arbitration meetings

Salary and wage re-opener

Up to \$4,000 medical cannabis *with prescription*

PL Registry to apply to academic year, not calendar year

Part-Time or Sessional teaching applies for PL registry

# What are We Fighting FOR?

- **Concrete improvements now**
  - Additional time for evaluation and online preparation
  - Partial-load faculty seniority, security, and benefits
  - Reasonable coordinator workloads
- **Mechanism for ongoing, data-based change for ALL faculty**
  - Workload
  - Equity, Diversity, Inclusion
  - Indigenization, Decolonization, and Truth and Reconciliation
- **Job security enhancements**
  - No faculty would lose job, hours, work due to contracting out (includes PL, Counsellors, Librarians)
  - Protection for use of faculty materials (College can't use/sell faculty-produced course materials without permission)

# What are We Fighting FOR?

- **Updated Counsellor class definition**
  - Reflects actual work of counsellors
  - Prevents contracting out of work
- **Improved Coordinator language**
  - Ensures reasonable workload
  - Must be written before agreed-to
- **Improvements for PL faculty**
  - Better ability to bridge benefits
  - All PL faculty can enroll in registry
  - Maximize hours with seniority
- **Improved benefits within 1% cap**



# What Does the CEC Want?

- **Two-tiered workloads**
- **No improvements to evaluation or online course preparation**
- **Non-binding committees**
- **No protections against contracting out**
- **Continued unreasonable coordinator duties**
- **No substantive improvements for PL faculty**

# 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

# Strike Mandate Basics



## **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 will a strike look like?**

A series of phased-in, escalating actions that will target College administrators over a series of weeks.



# After the Strike Mandate Vote



## Imposition of terms and conditions

- On behalf of college management, the CEC has announced that they will unilaterally impose Terms & Conditions on December 13th.
- What could imposed terms look like?
  - While management has announced some aspects of their planned imposition, they are not limited in what they can impose.

*A successful strike vote is our only means of organizing an effective response.*

# What Else Can You Do Now?



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

- Join our “click to e-mail” campaign ([www.collegefaculty.org](http://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 just needs to 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