

Newsbreak

Volume 24, Issue 3

February 2014

Deflated by inflation

Bob Bolf, Professor, School of Business

Recently, one of the Canadian banks issued a report stating that the Toronto housing market is 10 - 15 per cent overvalued and that house prices would be dropping.

Unless you've been speculating in gold, for most of us, prices of everything has increased. A visit to the Statistics Canada website yielded the change in the Consumer Price Index in the Toronto area as shown in the chart. I have added the percentage change year to year.

payband who have not received any increase for three years. So, our most experienced faculty have essentially had their pay cut over the last three years.

What have you lost? You have lost the amount of incremental income you would have made over the rest of your teaching career at the college. This adds up to thousands of dollars of lost income. For us to get back to where we were three years ago, we would need

Consumer Price Index (CPI) for Toronto 2010-2013*				
Year	2010	2011	2012	2013
CPI	116.5	120	121.8	123.3
% Increase		3.00%	1.50%	1.23%

* <http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/econ45a-eng.htm>, Feb. 4, 2014

According to StatsCan, for Toronto, the index has risen by 5.73 per cent in three years. Has your income from the college kept pace?

During the last contract talks, the faculty accepted an offer of zero increase in salary and only step increases were allowed. This means you have lost about 5½ per cent of your purchasing power in the last three years. If you received a step increase, this loss of purchasing power has been masked. Where this becomes apparent is for faculty at the top of the

a 5.73 per cent salary increase this year. Anything less than that means we fall further behind.

You're probably thinking that the college will tell us they can't afford anything near this amount. If that's the case, then how come the support staff and management have received salary increases over the last three years and the college has posted multi-million dollar surpluses? That money is coming from somewhere. 🚫

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Stay informed about bargaining

Audrey Taves, Chief Steward/bargaining team member 2014

- As the demand setting and bargaining process continues, the bargaining team asks you to stay informed, engaged and active through the following venues:
- Your local website www.humberfacultyunion.org
- Newsletters from your bargaining team
- www.expertsineducation.org
- email: Bargaining2014@gmail.com
- twitter and
- facebook coming soon



Newsbreak is a publication of the Humber College Faculty Union, OPSEU Local 562, intended to provide information and stimulate discussion. We invite your participation and welcome your contributions. All articles and letters should be signed, though in some circumstances the author's name will be withheld upon request. We encourage thoughtful discussion that respects human rights. We reserve the right to edit for libel, length, and clarity.

Articles reporting on union business will be signed and will include the author's position of responsibility in the local. Where an article has the author's name only, the views are those of the author. You may e-mail the editor: sylvia.ciuciura@humber.ca or drop materials at the Faculty Union office – H109, North Campus, ext. 4007.

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President's notes

Orville Getz, OPSEU Local 562 President

Call for stewards

Call for stewards

Do you have an hour each week to participate in local union work? The local is asking for your help to represent your fellow faculty members as a steward in your school. At the North campus, the following schools have vacancies - Health Sciences, Business School, Media Studies and IT and HRT and at the Lakeshore campus - Business School, LAS, Media Studies and IT, and Social and Community Services. Elected stewards are on the Local Executive Committee of the faculty union. Full-time and partial-load faculty, librarians and counsellors are eligible to stand.

These steward positions would be for a two year term which starts June 1, 2014 and runs until May 31, 2016. All elected stewards are eligible to stand for officer positions at election time every two years. Now is the time to get involved in your union. **Volunteer Now.** Contact the local office at extension 4007 or drop by to talk with us. We are located at the North campus beside the Career Centre in room H-109.

General membership meeting

Please reserve this important date in your calendars. Our General Membership Meeting will be held in the Humber Room on Thursday, May 22 at 12 noon. We will begin with lunch at noon followed by our business meeting. This year is an election year for all the officer

positions, as well as all committee members. There will also be reports from our Treasurer and Trustees.

Health and safety committee

This is an **urgent** call for individuals to consider becoming a member or alternate on the Joint Health and Safety Committee. We meet each month as a union caucus and every second month as a joint committee. There is release time provided on your SWF as members receive two hours per week and alternates receive one hour. Every month, members and alternates of the committee participate in college inspections at the North and Lakeshore campuses. Please consider joining this important committee.

CAAT-A final demand setting conference

All 24 colleges will meet the weekend of March 22 and 23 to set the provincial final demands for bargaining. The local's five delegates will attend to support our demands which were voted at the general membership meetings on January 28 and 29. We will keep you updated on the final provincial demands through Newsbreak and the local website .

The address is www.humberfacultyunion.org



Teaching in CE

Bernie Monette, Professor, School of Media Studies

In 2000, I started teaching here at Humber. I taught a CE (Continuing Education) course on interface design. I loved it and it turns out I have a knack for teaching. Over the next year or so, I taught courses in the full-time program and CE as well. What was great was that I was given the opportunity to teach courses and this eventually led to my employment here full-time in a job I love.

There have been some recent changes (but not recent decisions) about full-time academic staff teaching CE. Once I was employed full-time, I continued teaching CE: in other words, I kept the courses I was teaching. It was great for me as it helped me gain teaching experience and I made some extra money. What was not great about it was that if I was teaching CE, then there could potentially be contract faculty who would miss out on the teaching opportunities that I had enjoyed.

In this past year, I have not been allowed to teach CE. There have been some complaints and I have to admit I have missed it - both from financial and professional development perspectives. At the same time, I have seen my non-full-time colleagues take up the jobs I did, and I have to say that this is better. I fully appreciated the opportunity I had and I am glad to help facilitate that opportunity for people with whom I work.

I think it is important, even though we might lose a bit of cash and experience, to share the work with our colleagues. Even though it may be easier to just go with people who have taught the curriculum, it is important to give the contract faculty more opportunities to teach and get paid for it. 🗣️

Online courses & SWFs

Janet Porter, Guelph-Humber steward

There are many different kinds of work being assigned outside of the SWF, including continuing education, online courses, and special events. My specific issue here is with regards to the assigning of online courses. The college has over 475 online courses, many of which are required courses in diploma and certificate programs. When online courses are assigned to full-time faculty and not reported on the SWF, the workload cannot be monitored for consistency, fairness, and standardization. What, for example, are the limits of class size for online courses? When any part-time, partial-load or full-time instructor is paid a lump sum, or a negotiated sum, these fees widely range, and are not transparent. The policies for online courses are hidden.

The collective agreement is a legally binding document that is negotiated between the college

employer council, representing all 24 colleges, and the CAAT-A division of OPSEU. It is clearly a legal requirement in the contract that the college report all academic credit work that is assigned to full-time faculty. Therefore, it is clearly ILLEGAL for the college to negotiate outside contracts for academic course work with full-time faculty. It is clearly obstructionist of the college to refuse to provide us with adequate, accurate, and timely staffing information. This, in turn, obscures the need for full-time and partial-load instructors, who can then reap the rewards of fair pay, equitable working conditions, benefits, and a pension plan. This situation clearly undermines the collective bargaining rights of all instructors.

Why would a manager do that? My question exactly. 🗣️

Chief Steward's report

Audrey Taves, OPSEU Local 562 Chief Steward



Salary step calculations

I hope everyone is enjoying the snow and CRISP weather!

The last few months have been very busy in the faculty union office – from our partial-load faculty drop-in sessions to setting our local priorities for bargaining.

The partial-load faculty drop-ins were very successful. Many faculty stopped by with questions and concerns. There were concerns about unpaid work, the lack of pay step increases, and surprise that their contracts should be three pages long. Most faculty never see the terms and conditions of their contracts. Following the drop-in sessions, an email was sent out to all partial-load faculty regarding pay for work outside of the teaching contact hours on their contracts. This email was copied to all deans and associate deans to ensure transparency. Human Resources, through Deb McCarthy, has frequently stated that “Humber doesn’t expect anyone to work for free” and that any work contract faculty are directed to do - such as attending open houses, faculty meetings, mandatory workshops, proctoring exams, revising and writing course outlines, etc. - are to be paid. Sadly, we are still getting reports of contract faculty who are not being paid for work done. We continue to raise these issues with the college through Human Resources.

We have now had our local demand-set meeting and have identified our local priorities for bargaining. Thanks to those who came out to the meeting and to those who made the time to fill in the provincial demand-set survey. Please see the article on page 12 which discusses the survey results and the identified bargaining priorities. With bargaining set for the summer and our

contract expiring on August 31, this will be an interesting and busy year.

Sabbaticals

We do not yet have the list of successful sabbatical applicants, however we have heard that there were many applicants this year. If you were not successful, please notify the union so we can check that your application was put forward properly and that seniority rules were correctly followed.

Grievances

1. Staffing grievances:

Our staffing grievances in Media Studies and IT, LAS, Applied Technology, Business School, and Student Services (counselling) are currently in arbitration. We have excellent data to support many new hires in each area. We will keep you posted on the outcomes of the arbitrations.

2. Salary step calculations: full-time faculty - are you at the correct salary step?

As we identified in our last newsletter, we believe the college is not properly following the initial salary step calculation related to education for new hires.

In particular, when calculating education at the Master’s and PhD levels, not enough credit has been given. For example, if you had completed a two year Master’s Degree, you should have received 1.5 points in the calculation process for **each** of the two years. The college has only been crediting for one year. This miscalculation has meant that many faculty started one step below the correct salary step. This can make a difference of over \$2,000 per year.

See salaries on page 6

Salaries from page 5

It is clear that most (if not all) of the other colleges in Ontario interpret the collective agreement as our union does and are using two years for a Master's Degree when calculating the salary steps, and also that Humber did so in the past.

Our union grievance on this matter is coming up for arbitration in March and we are confident that the arbitrator will back up our interpretation on the collective agreement in this matter.

In the meantime, several faculty have filed individual grievances on this matter. The college so far refuses to acknowledge their error and the grievances are moving through to the Step 2 meetings. We urge the Humber to join the rest of the colleges in the correct interpretation of the salary calculation directive in the collective agreement and to settle these grievances quickly.

We encourage anyone who thinks that they might be affected by this to contact the faculty union office to discuss following up with this individually, in order to correct their salary step placement.

3. Partial-load faculty – priority in hiring

We currently have two grievances moving forward stating that the college is not following the collective agreement in giving priority in hiring to partial-load with seniority as identified in Article 26.10.

4. Probationary faculty – MORE time on the SWF for your TEP work

After working for the past two years with the CWMG to address the time needed for probationary faculty to complete their Teaching Excellence Program requirements and getting nowhere, the union filed a grievance on the matter. We are awaiting an arbitration date.

The college has now agreed that probationary faculty do need more time on the SWF to complete the TEP. Although we have not yet reached a settlement or an arbitrated agreement, the college has agreed to assign more time on the SWF effective January 2014. At this time the college has agreed to raise the time for the first year to three hours/week and double the time for the second year of the TEP to two hours/week. This should be reflected on the winter SWFs for all current probationary faculty.

We are happy that the college listened to our evidence and is taking a first step to improve the situation for probationary faculty while we continue to work toward a settlement. Our position is that the TEP work will be covered on an hour for hour basis and we will continue to work to ensure that the collective agreement is followed – either through more time on the SWF or a decrease in required work.

Probationary faculty – please check your Winter SWF to ensure that you have been assigned the increased number of hours for your TEP program – three hours/week for the first year of probation and two hours/week for the second year.

We will keep you informed of the final outcome of this grievance in the next few months.

5. Harassment, unjust discipline

We have a number of grievances filed by individual faculty members related to these issues. Sadly, we have not been able to settle these grievances through discussion at the college level and these grievances are now awaiting arbitration.

If you have a concern about anything related to the collective agreement, please call us. We're here to help. If everything is going along well, please drop by and let us know, we love to hear good news stories too. 🙌

Grievance on non-SWF work

Robert Mills, OPSEU Local 562 Secretary

You've probably heard by now that the union local is grieving the college about assigning extra work to full-time faculty. We wrote about this possibility in the November 2012 issue of Newsbreak. The grievance is based on the Canadore award in which Canadore College was able to get an arbitration award in favour of SWFing all work, including CE.

This grievance only applies to SWFs for full-time employees. We are grieving that the college is giving contracts to full-time faculty without recording that work on the SWF in violation of Article 11. Article 11 deals with issues such as teaching, curriculum review, course development and other academic responsibilities. It specifically states that ALL work assigned by the college must be on the SWF.

Also, when we grieved, we did not ask for any personal information of those involved, but based the grievance on the reply to a Freedom of Information Act request we submitted. If you have been approached by the college and have been told that the union is requesting personal information of those who have been assigned that work, it's not true.

There are several reasons for filing this grievance:

1. Extra contracts for full-time employees outside the SWF are illegal under the contract.
2. There is an award, the Canadore Award, in the system which clearly says a college can't assign work that way.

3. This is a staffing issue. The number of teaching contracts alone amounts to several full-time positions.

The college has known of our concerns for at least four years. We put the college on notice about this activity in 2009 and 2012 during the last two rounds of negotiations. We had hoped the college would phase out these contracts slowly. However, it hasn't; hence, the grievance.

The college continues this practice because it is getting full-time work more cheaply by having employees do it on contract than by putting the work on their SWFs. Paying part-time or partial-load rates is always cheaper than full-time.

Here is a reply from Canadore to one of the questions they received:

The Human Resources Department is telling me that they can no longer offer me a continuing education part-time contract to teach at night. Why did they stop this?

- *The college CAN offer you a teaching load for the continuing education and training courses offered during night school. However, the assignment must be made in full compliance with the collective agreement.*

See Non-SWF work on page 10

Hudak: do not believe the hype

by Pam Johnson, Professor, School of Creative & Performing Arts

You could drive a truck through the logic and holes in Ontario PC premier candidate Tim Hudak's million jobs plan. Yet, it cleverly captures the sentiment and plays on the fears of many people who are unemployed, underemployed, or waiting to get a pink slip at any moment.

The plan, according to Hudak, is to boost private sector job creation by cutting corporate taxes and cutting government spending. If this sounds familiar, it is because it is the same austerity mantra that we have heard from Steven Harper, Dalton McGuinty and now Kathleen Wynne, Rob Ford and corporations.

Good jobs? Not likely

Nowhere in Hudak's plan does it say what kind of jobs would be created. But if the current trend continues, the jobs will be low wage, precarious, part-time jobs with little or no benefits and no pension.

The Ontario Tories opposed the recent move by the Liberal government, following heated public pressure, to tie the minimum wage to inflation. This too-little, too-late move only raises the minimum wage to \$11 from \$10.25, which does not actually move people above the poverty line. The Ontario PCs opposed even this miserly step saying it would 'hurt business'.

Attack on workers' rights

Hudak has also vowed to continue his attack on workers' rights by attacking trade unions' ability to collect dues and represent members effectively. He recently fired his own PC candidate, Dave Brister, in a Windsor riding for publicly stating his opposition to the attack on trade union rights. So, clearly Hudak's jobs will not be good, unionized jobs.

Attack on public sector jobs and services

His plan to create jobs is really a veiled attack on one of the last places where good, union jobs

still exist - the public sector. Hudak is blaming government spending on public services and public sector jobs as the reason for the Ontario government deficit. He would cut public spending by freezing wages and continue his attack on unionized jobs and hand that money to corporations in the form of tax cuts.

But the reality is that corporate taxes in Ontario have been decreasing down steadily, the second lowest rate in Canada at 11.5 per cent and one of the lowest rates in North America. As corporate taxes have decreased, profits have risen to new heights. Yet corporations have not used this new wealth to create jobs.

As a result of these tax cuts, government revenue has decreased creating deficits, even though government spending has stayed nearly the same. This puts the lie to Hudak's claim that public spending is spiraling out of control.

So, Hudak's plan would cut good public sector jobs to create low-wage jobs, but only if corporations chose to invest in job creation. It defies logic and it clearly pits public sector workers against private sector workers.

OPSEU workers rights/political action conference

On January 24-25, GTA members of our union, OPSEU, came together to discuss taking action to stop the Hudak assault at the ballot box and raise the issue of workers' rights in our workplaces. The possibility of a spring 2014 provincial election means we need to make sure that all college faculty are aware of the issues, what is being proposed by Hudak, and begin the conversation with our colleagues and students about defending public education and good jobs. For information on workers' rights see <http://www.labourcouncil.ca/workersrights>.



Stolen wages revisited

Robert Mills, OPSEU Local 562 Secretary

In the November 2012 issue of Newsbreak there was an article about stolen wages. I guess there is no shame for the college because the problem of stolen wages at Humber College continues unabated.

The latest instance has resulted in the union and several employees filing grievances about the way in which salaries have been initially calculated incorrectly. The collective agreement states that when calculating the education of an employee, the years leading up to a degree should be counted up to a maximum of six years for education (p. 115). For example, a four year Bachelor's Degree counts four years. So why does the college give only one year for a two year Master's Degree? The college argument is essentially: *yes, we give full credit for the undergraduate degrees but only count the number of post-graduate degrees - not years required to attain them (according to the university calendar)*. Really? So, using college logic, a four year Bachelor's Degree is worth four years, and a three year Bachelor's Degree is worth three years, and a two year college diploma is worth two years, but a two year Master's Degree is worth only one year. The reasoning escapes me and everyone else except management. At one meeting, one of the Human Resources representatives referred to a logarithmic scale. Search as I may, I couldn't find the word *logarithm* in the collective agreement.

The bare fact is that the college is denying one salary step for employees who have a

two year Master's Degree by crediting them with only one year – another example of stolen wages. So it takes an extra year for an affected employee to reach the maximum, and the lost step, worth about \$3,000 a year, is a big financial loss that is not made up by the college. Is this practice for cost saving or perhaps some obscure college interpretation of the collective agreement? We are also told that the college has to hold one step back to reward PhD hires. If the college followed the collective agreement, all those who have a two year Master's Degree, including PhD hires, would get the step increase. Please help me understand why the college is so hostile to those with a two year Master's Degree when they apply.

By the way, every other college that we have contacted credits two years for a two year Master's Degree.

If you want to know whether or not your salary calculation followed the collective agreement, a quick check of your salary step calculation will tell you. If your Master's Degree required two years, then you should have been given a six year credit for your university education. If you have been given only five years, you've been short changed. For those still moving up the salary grid and who are concerned about this, please contact the union office to discuss it. 📧

Greetings to new faculty

A warm welcome to our colleagues who have joined the full-time ranks as of January 2014. Quite a number of these faculty are not new to the college but have been working on contracts for some time. We're pleased to have them with us on a more permanent basis.

Applied Technology

Elizabeth Fenuta
Dan Reggi

Health Sciences

Francesca Burg-Feret
Lesley Smith- Stoltz

Media Studies &

Information Technology
Karen Young

Business

Nicholas Bordignon,
Dionne Coley
John Lewis

Hospitality, Recreation & Tourism

Bradley Corcoran
Tina Horsley
Ashwin Patel
Janet Pritchard
Ajay Rampersad

Liberal Arts & Sciences

Maya Samson

Social & Community

Services

Natalie Blake-Noel
Samantha Brown



Non-SWF work from page 7

- *The college MUST record the assigned hours on your SWF for that semester. Consequently, your daytime workload will be lower due to the forty-four hour maximum attributed workload maximum, and overtime may apply up to three total hours.*
- *The college CANNOT offer you a low-ball hourly rate. These assigned hours will be part your normal annual salary.*

- *The college CANNOT insist that you incorporate a business in order to “hide” the income for that assignment.*

We did this to protect full-time employees financially in order to ensure that full-time faculty are paid properly for all the teaching they do in the college, and maintain job security since all work done by faculty is recorded and can be used in layoff considerations.

If you have any questions, please contact the union office at 4007 in room H109. 🗺

Up at the Board

by Franca Giacomelli,

Board of Governors Faculty Representative

This report covers meetings on November 26 and January 28. There is a lot of good news.

The following programs are approved:

Welding Techniques is a one year (two-semester) certificate program designed to introduce prospective welders to the trade. It joins a family of successful programs (Plumbing Techniques, Electrical Techniques, and the recently approved Millwright Techniques).

Professional Writing and Communications is a one year (two-semester) post-graduate certificate program designed to help students become proficient at tasks in demand by today's workplaces, including media writing, copy editing, proofreading, and project management. The program supports students as they practise the craft of writing while building a professional portfolio.

Bachelor of Community Development is a four-year baccalaureate degree offered by the School of Social and Community Services. The program fills the need for educated community development professionals in a variety of community and social service organizations. It complements existing diploma and advanced diplomas and will have linkages with other degree and graduate level certificate programs.

Bachelor of Health Sciences (Workplace Health and Wellness) is a four-year baccalaureate degree offered by the Schools of Health Sciences and Hospitality, Recreation & Tourism. The BHS(WHW) will be a unique and valuable specialization in demand with top employers seeking to reap the proven financial and organizational benefits of effective workplace health and wellness programs.

Degree Consent Renewal (as per PEQAB requirements) was approved for Bachelor of Commerce – e-Business Marketing. This is a

very successful four-year baccalaureate degree offered by the Business School.



Humber has the strongest balance sheet in the system. The forecasted yearend position is \$16.9 million excess revenue over expenses. The bit of bad news is that capacity requirements have become urgent and are affecting the KPIs. Our SF/FTE (square feet per full time equivalency) is currently 56.5 sq ft per student (the provincial low) while the provincial average is 89.3 and the next closest college is 70.5. Ontario Universities have 118 and high school 137. Humber is responding to this with: the LRC and backfill of vacated spaces at the North campus; the addition of two floors on the existing F building at the North (Biosciences Laboratory Suite and classroom expansion); Hwy 27 & Carrier Dr. parking lot (2/3 finished but stalled due to frost); Lakeshore - Welcome Centre, expanded athletics, Building G, and parking lot on 6th St (all in progress) and AB build & renovations and Arts Foundation Studios (starting in 2015); and expansion of Alder Street building in Orangeville. Even with all of this construction, the expected enrolment growth will keep our SF per student well below the second lowest college. Our cash flow position is as follows: Cash Balance April 1, 2013 \$227M; Estimated Cash Balance March 31, 2014 \$243M; Total Strategic Infrastructure Projects Need \$320.2M; Projected Cash Deficit \$77.2M (this is the gap of money needed to cover the project costs). (See www.humber.ca/content/publications for financial statements.)

I would be happy to discuss the details of any of the Board meetings. 🇩🇪

Humber faculty demands

Audrey Taves, Chief Steward/bargaining team member 2014

In January, your 2014 bargaining team sent out an e-survey to all faculty - both full-time and partial-load - in all 24 community colleges across the province. The intent was to give faculty a voice in communicating their ideas, concerns, and opinions to the bargaining team and to begin the conversation about demands for the upcoming round of negotiations.

Over 3,600 faculty responded to the survey. The results from each individual college were sent out to each Local Executive to help guide the local demand-setting meetings. These meetings are taking place from late January and throughout the month of February. Members of the bargaining team are joining each local demand setting meeting to discuss the provincial results and to hear local concerns.

Here at Humber, the local demand-setting meeting was held in a two-step process, starting at the Lakeshore Campus on January 27 and moving to the North Campus on January 28. We were joined by bargaining team member Jonathan Singer for both meetings. We started the meetings with an overview of the demand-setting process and a summary of the provincial survey results from team members Jonathan and myself. Then Janet Porter gave an overview of our local survey results. We started our discussions based on a set of demands drawn from the local survey results and informed by the two presentations. We had great discussions at both sites which resulted in various amendments and additions to the proposed list of demands. Finally, the demands package was voted on by the group, then each faculty member ranked the demands.

The final list of local demands in priority is:

- Improve wages to keep pace with inflation and to stay between our established comparator groups.
- Improve rights of partial-load faculty

through: improved job security, consideration of workload based on class sizes and the resulting prep, evaluation and other work.

- Establish the role of faculty in academic decision-making including: authority over student grades, and control of curriculum and evaluation.
- Establish faculty ownership and control of faculty-produced intellectual property.
- Improve the workload article including: evaluation and prep factors, recognition of curriculum development, teaching and administrative technologies, and program coordination.
- Provide adequate time for counsellors and coordinators to prepare for student appointments and to complete session notes.
- Establish contract language for online courses.
- Improve benefits, specifically: vision, dental, hearing, and access to registered social workers and registered psychotherapists.
- No contracting out or privatization of faculty work.
- Change the contract language to allow more flexibility for the union to advance union grievances and workload complaints.
- Improve benefits for retirees including employer contributions.

These demands will be reviewed at the March 22 and 23 Provincial Demand Setting Meeting. There, delegates from each college will vote for the final demands from the lists provided by each college. This final list then goes to your bargaining team to be put into contract language for bargaining.

Bargaining starts in early June. 🇨🇦