

# Which plan will make your college better?



Colleges need:	Management's offer	Faculty's plan
Academic Freedom and Collegial Governance	<ul style="list-style-type: none"> <li>✗ No improvements</li> </ul>	<ul style="list-style-type: none"> <li>✓ Provides faculty control over classrooms and evaluation.</li> <li>✓ Creates Academic Senates based on successful model of Sheridan to ensure faculty can safeguard the quality of academic programs</li> </ul>
Fair treatment of contract faculty	<ul style="list-style-type: none"> <li>✗ No improvements</li> <li>✗ Delay changes to meet new requirements under Bill 148 and send them to an arbitrator, to argue for a "revenue-neutral" solution</li> </ul>	<ul style="list-style-type: none"> <li>✓ Provides equal pay for equal work for ALL faculty</li> <li>✓ Improves job security for partial-load faculty</li> <li>✓ Builds a path to full-time jobs for contract faculty</li> </ul>
Improved language on job security, complement, layoff and replacement/consideration	<ul style="list-style-type: none"> <li>✗ No improvements</li> <li>✗ Extend Article 2 freeze, which means more full-time positions going unfilled and a further increase in precarious contract jobs</li> </ul>	<ul style="list-style-type: none"> <li>✓ Ends the freeze on Article 2 so we can fight to save full-time jobs</li> <li>✓ Creates a new complement ratio of 70 per cent full-time to 30 per cent contract, to give the stability needed to provide high-quality education for students</li> </ul>
Improved treatment of librarians and counsellors	<ul style="list-style-type: none"> <li>✗ No improvements</li> </ul>	<ul style="list-style-type: none"> <li>✓ Updates the counsellor definition to recognize the changing role and obligations</li> <li>✓ Ensures a reasonable, written workload for librarians and counsellors, so they can support student success</li> <li>✓ Gives all faculty access to workload monitoring group</li> </ul>

Colleges need:	Management's offer	Faculty's plan
Changes to address workload and eliminate volunteerism	<ul style="list-style-type: none"> <li>✗ No improvements</li> </ul>	<ul style="list-style-type: none"> <li>✓ Provides stronger workload protections for all faculty, whether full-time or contract</li> <li>✓ Updates the workload formula to reflect the impact of the changing teaching environment, including the growth of online and hybrid/ blended courses</li> </ul>
Improved salary grids and wages in relation to comparator groups	<ul style="list-style-type: none"> <li>✗ Management offer of less than 1.9% / year doesn't keep up with cost of living and fails to improve wages in relation to comparator groups</li> </ul>	<ul style="list-style-type: none"> <li>✓ Salary increase of 2.25% / year to address cost-of-living increases and improve our position in relation to comparator groups</li> <li>✓ Removal of lowest step, addition of new top step</li> </ul>
Intellectual property rights	<ul style="list-style-type: none"> <li>✗ No improvements, continue to delay with further discussions in committee</li> </ul>	<ul style="list-style-type: none"> <li>✓ Ensures faculty have intellectual property rights over materials and courses they create</li> </ul>
Improved benefits	<ul style="list-style-type: none"> <li>✗ No improvements</li> <li>✗ Addition of new mandatory employee-paid catastrophic drug plan</li> </ul>	<ul style="list-style-type: none"> <li>✓ Improved benefits for all faculty, full-time and partial-load</li> <li>✓ Add same option to opt-in to retiree life insurance that support and administrators have</li> </ul>
Stronger language to improve union representation of workers	<ul style="list-style-type: none"> <li>✗ No improvements</li> </ul>	<ul style="list-style-type: none"> <li>✓ Make changes to Article 32.09 to address the need for locals to be able to file union grievances to support members</li> </ul>
Changes to prevent privatization, contracting-out and outsourcing of our members' work	<ul style="list-style-type: none"> <li>✗ No improvements</li> <li>✗ Continue current limits on "direct" job losses that have not prevented privatization of work</li> </ul>	<ul style="list-style-type: none"> <li>✓ Make improvements to ensure academic work is done by faculty</li> <li>✓ Prevent the privatization or outsourcing of faculty jobs, including counselling</li> </ul>

At the September 14 strike vote, vote "YES" to give our bargaining team the strength to make our better plan a reality!