

## What are we voting for?

A strike mandate vote will be held online from **Thursday, December 9 to Saturday, December 11 (end time 3 p.m.)**. These votes are organized and run by the Ontario Labour Relations Board, so we will continue to share information as soon as it becomes available to us.

You've probably heard it said and you'll probably hear it again: a **"yes" vote is not a vote for a strike**. A vote is a necessary step towards any labour action, and while this includes a 2017-style strike, it also adds other essential tools to our toolbox like work-to-rule, rolling strikes, digital picket lines, and more.

Perhaps even more importantly, a "yes" vote IS a vote to signal our commitment to our proposals and to each other. Demonstrating the strength of this commitment is a powerful way to encourage meaningful negotiation and make labour disruption less (not more) likely.

Here is what you are voting for with a "yes" on the strike mandate vote:

### **Workload Update (Bringing 1985 to 2021)**

*More time for marking; time for online teaching prep*

Our workload formulas were first developed in 1985. There are many changes needed, but the priorities at this time remain:

- Formula reform: Increase time for essay/project evaluation and feedback to 7 minutes and 12 seconds per student per week (for a 3-hour course) from the current 5 minutes and 24 seconds
- Online teaching: Enable faculty to receive additional SWF time for online delivery in consultation with their manager
- Joint workload committee: Ensure recommendations are binding for future negotiations

### **Job Security & PL Working Conditions**

*Strengthen the Partial-Load Registry; maximize PL hours; bridge benefits; no contracting out*

Over half the faculty workers in the college system are precarious. The remaining proposals:

- Strengthen the PL Registry: make priority rights for specific courses transparent and make registry accessible to all currently teaching PL, PT, and sessional faculty
- Maximize PL contracts: ensure PL faculty have the maximum 12 hours where possible and according to seniority
- Allow benefits bridging: Ensure PL faculty with offers for next-semester work can bridge benefits between contracts
- Protect PL work and FT hires: Ensure PL faculty do not lose work to contracting out and maintain our ability to fight for FT hires (which CEC would suspend until 2024)

## **Counsellors**

*Ensure that counsellor work is protected from outsourcing or reduction in capacity at a time when need is higher than ever*

Whether working in mental health during a global crisis or in accessibility and accommodation during a massive shift to online learning, our counsellors have been on the front lines over the last two years (and beyond). Our priorities:

- Counsellor class definition: Those outside Humber may not know that at other colleges, counselling services have been drastically reduced or outsourced completely. Meanwhile, all counsellors across all colleges have experienced substantial workload pressures predating the pandemic. The CEC is pushing language that would make contracting out and other restructuring possible across the system as a whole.
- Students have complex mental health needs. Skilled support provided by counsellors to students outside of the classroom means better chances for success in the classroom.
- Counsellors ensure barriers to accessible education are removed. Eliminating counsellors means less inclusivity in our colleges.

As always, for more detailed proposals, including other important areas like equity, Indigenization and reconciliation, and intellectual property, please visit our site.