



# Negotiations News

Bargaining news for OPSEU members in CAAT Academic

#10 October 27, 2005

## Threatening faculty will not lead to settlement

Management asserts in its Oct. 25 newsletter that the Union's demands to increase the preparation and evaluation factors "could reduce many full-time faculty to partial-load status since they would be teaching 12 or fewer hours per week." This threat is absolutely empty and false.

The Collective Agreement is explicit on this matter. Article 14.02 B states: "*a full-time teacher who may be assigned by the College to an instructional assignment of less than 13 hours per week shall continue to be paid on the basis of salary rather than on an hourly rate except as may occur through the application of Article 27, Job Security, or as may be mutually agreed between the employee and the College.*"

The only way that a teacher can be reclassified from full-time to partial-load is through the layoff/bumping process in which the teacher could displace an exiting partial-load employee, or by the teacher's own agreement. Article 14.02B explicitly prohibits the college from reclassifying employees as hourly partial-load teachers when their teaching load falls below 13 hours.

This very same management newsletter acknowledges that the current average teaching contact load is 14 hours, so obviously many faculty are already below 12 hours per week. Most coordinators, many faculty working on curriculum development, faculty with large student numbers, faculty with heavy committee work, many faculty for many reasons are already

at 12 hours or fewer and of course they have not been reclassified as partial load. The contract does not permit it.

This threat is scaremongering. It is shameful and it is inexcusable. Management knows or surely ought to know the Collective Agreement and therefore would know that this threat is completely untrue. Members of the faculty negotiating team have participated in every round of negotiations since 1985, eight rounds in all. Never have we seen a management negotiating group use a tactic as disgraceful and outrageous as this. Every faculty member in the province deserves not just a correction but nothing less than an unequivocal apology.

**To get in touch with the bargaining team,  
send a message to: [caata@opseu.org](mailto:caata@opseu.org)**

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