

Negotiations News



Bargaining news for OPSEU members in CAAT Academic

#12 December 12, 2005

Faculty massively reject offer

Faculty have overwhelmingly rejected management's offer for settlement with 95.7 per cent of the voters turning down management's proposals.

Negotiating team members visited every college during November and received a consistent and clear message from faculty: workload and salary issues have to be addressed if there is to be a settlement. The problems of quality in the colleges, which have been so unmistakably identified by Bob Rae in his comprehensive report on post-secondary education in Ontario, will not be resolved unless management gets serious about addressing the real workload concerns.

Government supports hiring more college teachers

College management negotiators claim that meeting the faculty's workload demands would be too costly, would require the hiring of 1,500 more full-time teachers. While the union believes this figure is exaggerated, we do agree with the principle. So does the provincial government. The government has announced that an additional \$87.3 million will be allocated to the colleges for quality improvements – hiring more faculty and support staff. This was part of a \$211 million total allocation to colleges and universities. Hire more teachers. Give students the quality contact time that Rae and college faculty know they deserve.

The results of the workload survey done by the research firm, CPOL, on behalf of the faculty side of the joint workload task force, point clearly to the resolution. The faculty workload bargaining demands are to amend the formula to reflect the times required to deliver courses, actual teaching, preparation, and evaluation/feedback done by the teachers. And that is just what the survey established. Management asserts that changing the workload formula in accordance with the survey results would mean hiring more teachers.

Settlement on the key workload issues will not be achieved by pilot projects or by regressive schemes to maximize teacher workloads through ill-conceived averaging proposals. Management negotiators have insisted that faculty want these proposals. Clearly, faculty do not and that proposition is no longer plausible.

Time for fair proposals

It is time for management to put quality first – to accept that fiscal efficiency at the cost of quality is no longer acceptable. It is time for management to relinquish demands for micro-management and demands that attack and undermine faculty professionalism. Indeed, it is time to accept and foster that professionalism. It is time to table realistic and fair settlement proposals.


<p>Management has agreed to meet December 15 and 16. The team will keep you informed of any progress.</p>
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Summary of November 29, 2005, Vote on Management's Offer

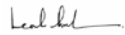
College & Local	Eligible Voters	Ballots Cast	Spoiled	Accept	Reject	% Reject
Fanshawe L110	541	278	0	9	269	96.76
Lambton L125	142	92	0	5	87	94.57
St. Clair L138	308	243	0	3	240	98.77
Conestoga L237	367	232	0	18	214	92.24
Mohawk L240	558	237	0	12	225	94.94
Niagara L242	291	167	0	12	153	92.73
Sheridan L244	565	283	2	11	270	96.09
Georgian L350	415	215	0	8	206	96.26
Sir Sandford Fleming L352	362	157	1	22	134	85.90
Durham L354	292	160	1	0	159	100.00
Algonquin L415	620	245	0	10	235	95.92
St. Lawrence L417	302	128	0	10	118	92.19
Loyalist L420	178	96	0	10	86	89.58
La Cité L470	214	121	0	2	119	98.35
George Brown L556	621	261	0	9	252	96.55
Centennial L558	515	320	1	7	312	97.81
Seneca L560	1043	386	0	17	369	95.60
Humber L562	789	234	4	17	213	92.61
Sault L613	132	109	0	0	109	100.00
Northern L653	76	71	0	2	69	97.18
Cambrian L655	243	159	0	6	153	96.23
Canadore L657	164	106	0	2	104	98.11
College Boréal L673	114	105	0	0	105	100.00
Confederation L732	150	110	1	2	107	98.17

To get in touch with the bargaining team, send a message to: caata@opseu.org

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