



CAAT-A

COLLEGES
ACADEMIC
DIVISION



BARGAINING INFORMATION FOR OPSEU MEMBERS IN THE CAAT-ACADEMIC DIVISION

How does management's Modified Workload Arrangement work?

A Scenario

The department has six full-time teachers teaching 14 hours a week. The courses run for 28 weeks. They are being pressured to sign on to a Modified Workload Arrangement (MWA). What can happen?

The Answer

The workload formula will not apply.

No SWF, no preparation or evaluation factors, no recognition of routine out of class assistance to students. Only annual limits of 648 teaching hours and 180 teaching days a year will apply.

Currently, each teacher teaches:

$$\begin{array}{r} 28 \text{ weeks (the lowest number of teaching weeks at any college)} \\ \times \\ 14 \text{ hours (the average number of weekly teaching hours)} \\ = \\ 392 \text{ hours/year} \end{array}$$

The total for the department is **2352 hours/year** (six teachers X 392 hours)

Under the MWA, each teacher can teach 648 hours/year so the department only requires 3.63 teachers (2352/648).

The work can be covered by just four full-time faculty.

If the work is done by four teachers, each teacher will have 588 hours of teaching during that same 28 week period. Weekly teaching hours go from 14 to 21. The entire workload, teaching hours, preparation, evaluation and student numbers all increase by 50 per cent of the previous normal workloads. Salary remains unchanged, and, of course, **two teachers will lose their jobs.**

On February 10, vote to reject the employer's offer.

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