



Ontario Confederation of University Faculty Associations
Union des Associations des Professeurs des Universités de l'Ontario

December 7, 2009

Dr. Rachael Donovan
Bargaining Chair
College Compensation and Appointments Council

Sent by e-mail to: rdonovan@flemingc.on.ca

Dear Dr. Donovan:

On behalf of the more than 15,000 professors and librarians employed by Ontario's universities, I write today to urge the College Compensation and Appointments Council to rescind its unilaterally imposed terms of employment for Ontario's college faculty, restore the function of the joint union/management committees responsible for the administration of the grievance procedure, and begin to negotiate in good faith with OPSEU in order to conclude a jointly-acceptable agreement.

Your actions to date cannot help but undermine the bargaining relationship with the college faculty. Rather than engage in the difficult but necessary work of compromise required to reach an agreement, you have resorted to unilateral action which denies OPSEU its legal right to represent the college faculty in bargaining.

The Union has presented you with a reasonable economic offer, entirely consistent with recent settlements in our sector, as well as other parts of the public sector. The Task Force on Workload has provided you with a framework within which the parties can reach agreement on workload issues. Other OPSEU demands with respect to collegiality and academic freedom are widespread, industry standards for faculty engaged in teaching in the post-secondary sector, and ought not to be obstacles to agreement.

The challenges facing the post-secondary sector at this time of surging enrolments and insufficient funding require that we all work together to find solutions. You cannot solve these problems by driving workload demands on your faculty to ever new heights, while denying them competitive salaries and standard working conditions. We ask that you settle expeditiously with the faculty, and join with OCUFA in requesting that the provincial government provide us all with the resources to give our students the quality of education they deserve and our economy requires.

Yours Sincerely,

A handwritten signature in blue ink, appearing to read 'Mark Langer', is positioned above the typed name.

Mark Langer
President

c.c. Jeff Arbus, OPSEU CAAT (Academic) Bargaining team
Don Sinclair, Executive Director, College Compensation and Appointments Council
John Milloy, Minister, Training, Colleges and Universities