



Negotiations News

OPSEU



SEFPO

Bargaining news for OPSEU members in CAAT Academic

#19 - April 21, 2004

Union structure for Workload Task Force has links to all faculty locals

The Workload Task Force as set out in the Memorandum of Settlement is to have three people appointed by the Union and three appointed by the Council.

• The three chief spokespersons for the Union will be **Peter McKeracher**, Chair; **Paddy Musson**; and **Ted Montgomery**.

The Union has decided to structure its side of the task force to include five regional representatives:

• **Fernand Bégin** for French language issues (La Cité and Boréal)

• **Sandi Webster** for the western colleges (St. Clair, Lambton, Fanshawe, Niagara, Mohawk, and Conestoga)

• **Jeff Arbus** for the north (Sault, Northern, Cambrian, Canadore, Boréal, and Confederation)

• **Bernie Belanger** for the east (Durham, Algonquin, La Cité, Loyalist, St. Lawrence, and Sir Sandford)

• **Damian Wiechula** for the central region colleges (George Brown, Humber, Seneca, Centennial, Sheridan, and Georgian)

In addition, every local will have a designated contact person who will work with the regional coordinators. We believe that this structure will enable the union to muster its resources in the best way possible. The results of the task force will form the basis for negotiations for the next contract.

Workload Task Force will seek input

One of the highest priorities of this membership in recent rounds of bargaining has been improvement to the workload formula.

The impact of e-learning, large class sizes, and reduced preparation time are some of the key issues. The fundamental concern is quality education.

The union believes that the workload task force created in this round of bargaining will lay the foundation for achieving clear improvements in workload in the next round of bargaining,

The task force is to undertake a comprehensive study of workload and to present findings by Nov. 30, 2004, including recommended amendments to the Collective Agreement.

The task force will have to assemble data very rapidly. We will need to go well beyond the SWF data and look at the real workload being done by faculty.

Throughout the coming fall semester, many of you will be asked to provide data by way of surveys, log books, focus groups, interviews, etc.

The task force, including the regional representatives, are making contact with the locals to begin to construct our research methodology and instruments.

The quality and completeness of the data will be crucial in the next round, so we ask that you provide assistance when requested.

Vote results add up to 95 % support

On March 3, 2004, membership voted by a margin of 95 per cent to ratify the tentative agreement.

Thank you for the support.

OPSEU launches grievances over retro pay

The ink is barely dry on the Collective Agreement, and already management is putting its own restrictive and arbitrary spin on it.

A directive to the Colleges from the College Compensation and Appointments Council regarding the retroactive payment reads: “Retro pay applies to all those who are active staff on the date of ratification.” (Quoted from the Council’s memorandum). This means that the Colleges are being directed not to pay retroactive salary to anyone in the bargaining unit who was no longer employed at the date of ratification – even if they worked during the life of this Collective Agreement!

This would include partial-load teachers who worked in last fall’s semester and members who retired prior to ratification.

Management has never discussed this with the union. The settlement was for retroactivity on salary and that

should include everyone who was a member of the bargaining unit during that period.

The team discussed this with the Local Presidents and other CAAT-Academic delegates during the Convention, and all agreed that this is an outrageous action from management and that it must be challenged.

Consequently, OPSEU has launched 24 grievances – one for each college local – in response to management’s directive.

Retiree Benefits

Under the terms of the renewed collective agreement, a joint committee will investigate the feasibility of establishing an alternative insurance plan for retirees. The Union members of that committee are Harry Plummer, Chair; Delynne Struyk; and Doug Law.

The alternative plan will aim to protect retirees from unexpected dental and medical costs rather than coverage for routine expenditures. Possible amendments include merging all health and dental coverage into a single policy, exempting basic routine expenditures, restricting paraprofessional services or subjecting them to a preliminary deductible, instituting a deductible for prescription drugs, etc.

If such a plan is created, it will be offered as an alternative to the existing plans. All retirees, current and future, would have the right to chose to be in either plan.

Faculty bargaining team:

Ted Montgomery, Seneca College, Local 560 (chair)
Sandi Webster, St. Clair College, Local 138 (vice-chair)

Jeff Arbus, Sault College, Local 613
Gary Fordyce, Fanshawe College, Local 110
Peter McKeracher, Durham College, Local 354
Harry Plummer, Loyalist College, Local 420
Sherri Rosen, Niagara College, Local 242

OPSEU Staff support:

John Ford, negotiator
Adrienne Pires, researcher
Megan Park, campaigns
Katie FitzRandolph, communications
Paul Lau, translator
Cynthia Clayton-Edstrom, web designer
Agnela Pereira, support staff, collective bargaining
Mary Anne DiAdamo, support staff, campaigns
Jackie Evans, support staff, communications

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

On behalf of the Bargaining Team:



Ted Montgomery, chair

Authorized for distribution:



Leah Casselman, President