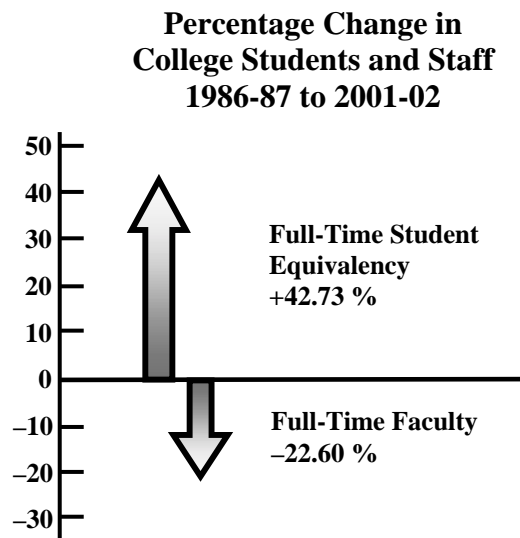


STAFFING

There are already staffing problems in the college system and a staffing crisis is looming. Quality in the college system is inextricably linked to staffing. The ratio of students to full-time faculty is critical.

Over the last decade student numbers increased but the number of full-time faculty declined. To respond to the increase in student numbers, the colleges have both increased workloads and hired more non-full-time faculty.



Increase in Non-Full-Time Faculty

	Partial Load	Sessional
1996	612	467
1998	873	634
2000	1,261	927
2002	1,574	987

Over the next three years, more than a third of the full-time faculty are eligible to retire. Unless something is done now, we can expect even more non-full-time faculty.

Management's contract offer makes no change to protect or create more full-time jobs in the College system.

The Union proposes to protect and increase the number of full-time jobs by

- restricting the use of part-time and sessional,
- ensuring that all academic employees in the colleges are covered by the Collective Agreement,
- limiting contracting out.

STRIKE VOTE FEBRUARY 17 – VOTE YES