



Planning: Who needs it?

Jobs for life: a mythical term used by management to describe a union's proposal for job security. Used frequently to influence the public against union proposals.

There is no such thing as a job for life.

But with colleges failing to plan for the future, management loves to use that expression to justify their attacks on unionized support staff. That's the sad reality we face at the table.

Our proposals speak directly to the planning processes at the colleges, or lack of same.

The colleges could accept all of our job security proposals. If there were no layoffs, there would be no use for the language. It seems they simply can't plan ahead, and want to make us pay for their lack of foresight.

How will they make us pay?

- Contracting out: management doesn't manage services, so doesn't have to plan them;

- Creating fixed-term positions: temporary workers – here today, gone tomorrow. Due to the temporary nature of these jobs the only planning they must do has to do with whether funds are available now.
- More part time workers: with part-timers legally barred from joining a union, management can schedule them to work at any time. These workers can't fight back or they will be terminated. With absolute power, who needs to plan?

How can we get the colleges to plan better?

- 120 days notice of layoff,
- 10 days notice to decide their future,
- One month's severance pay for every year.

We do!

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