

# Non-monetary issues at standstill

## Union puts forward monetary proposals

In contrast to our last set of negotiation dates in April, we have not made much progress. Talks have virtually come to a standstill on our non-monetary issues; our job security concerns have not been addressed and management is holding firm to their demands for “fixed term” and “on call/stand-by.” To keep moving forward on your agenda, we presented our detailed monetary positions during the May bargaining session. During our next set of bargaining dates -- June 21 to 23 -- we hope management shows more enthusiasm for dealing positively with our monetary positions and less for demands that erode our bargaining unit.

### Outstanding non-monetary issues

**Fixed term positions** – They continue to propose positions which are of a “fixed term” or “term certain” nature, suggesting this could lead to ongoing employment opportunities. That would be

a huge leap of faith considering they have continually abused our trust. We know that they have abused the part-time language in the collective agreement to the point where there are more part-time than full-time employees in the colleges. We know that they were abusing rights under “non-recurring positions” by continually rolling them over, as was the case with many of our federal programs. They abused the Appendix G provisions of the collective agreement by hiring persons who are not students to work under the article titled “summer student workers.” What makes us think this proposal will be any different?

This proposal may not threaten your job right now, but it will in the future. The colleges do not want full-time employees. They want a cheaper, temporary workforce that they can hire and fire at will. It is plain to see that they want to make as many temporary jobs as they can, not post positions, not hold fair job competitions, bring in their friends, not recognize full-time employees’ contributions to the college, and undermine the collective bargaining process. This must not happen.

## Other issues

**Call Back** – This is when you have completed your scheduled hours of work and you are called back to complete work either from home or at the worksite. Currently, if you are called back, you are entitled to overtime for a minimum of four hours. Management's proposal is the following: if you are called back to work and do not have to physically return to the workplace, you will be compensated on an hour-for-hour basis. What sort of compensation is this for interruption of your personal life? Paired with "on-call," this is a severe threat to your life outside the college.

**On-call** – This is when an employee knowingly makes themselves available to be called back to work. In other words the college will own you, 24 hours-a-day, 7 days-a-week, 365 days-a-year.

Under the current system, if you are called, you choose whether you will

- a) answer the phone and
- b) whether or not you will come in.

Their proposal takes away that choice. You will be at management's beck and call every second of the day.

## OUR ISSUES

### Job Security

We are working towards:

- increasing the notice of layoff
- protecting your hours of work/months per year
- providing more severance pay
- providing more notice of redundancy to the employee
- unlimited bumping
- clarification of intent in regards to recall rights

## Monetary Issues

We have tabled a 4 per cent wage increase. This will catch us up to the Consumer Price Index (CPI), which presently stands at 2.3 per cent. This means that our real wage gain would be 1.7 per cent in the first year.

We believe this is a reasonable amount based on:

- a) the dollar amount paid out for those over \$100,000 between 2003 and 2004 rose by about \$13.4 million. This compares to our proposal of 4 per cent, which costs about \$9.9 million, and
- b) the increase in the salaries of those who made over \$100,000 in both 2002 and 2003 was more than 8 per cent, and
- c) the increase in the salaries of those making over \$100,000 in both 2003 and 2004 was over 4 per cent.

## Service Recognition

We have also tabled a demand for a service recognition allowance. The faculty collective agreement allows for a recognition allowance of \$1400 per year if they are at their top wage step for more than a year. We are asking for the same.

**Contact the bargaining team at:  
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