

# **Union Proposals for Settlement**

June 4, 2012

# Union Proposals for Settlement

June 4, 2012

The union enters this round of negotiations with a revised approach. The demand package is significantly narrower and more focused than in previous rounds of negotiations due to the responsible and realistic approach taken by the union membership at their local and provincial demand setting meetings. Our aim is to achieve an on-time and reasonable settlement that is based upon the realities faced by the colleges today.

College faculty recognize that the colleges have evolved from where we began in 1967. The Collective Agreements between the colleges and faculty must also continue to evolve.

While it is not the only component of the students' college experience, learning is unquestionably the most important – it involves not only developing a factual knowledge base, skills, and work and study practices, but also learning how and where they will integrate into the work force and society. Accordingly, if the colleges are to continue to meet the learning needs of students, the colleges must provide a working environment for teachers, counsellors, and librarians that respects, fosters, and enhances the role and the working conditions of college faculty.

It may be unoriginal but is never trite to say again that faculty working conditions are students' learning conditions. The proposals of the union are designed to create an environment where students can maximize their learning potential.

## **Workload**

The union proposals are consistent with the recommendations of the Joint Workload Task Force.

The union proposes to update and clarify several provisions of *Article 11 – Workload* in line with the changing college environment. This will focus on on-line delivery methods.

The union proposes to eliminate the unwarranted discrimination against students and teachers not in post-secondary programs.

## **Compensation**

The union proposes fair and reasonable salary increases which will ensure that college faculty compensation is properly positioned in relation to the comparator groups – Ontario high school and Ontario university teachers.

The union proposes to amend the Classification Plans to ensure full recognition of academic credentials.

## **Academic Freedom**

The union proposes to implement the recommendations of the Workload Task Force with respect to academic freedom.

The union proposes to improve the quality of education and training college students receive by enhancing collegiality.

The union proposes to clarify the responsibilities of faculty and administration in respect of the academic process.

The union proposes that the colleges adopt a copyright model that reflects customary post-secondary standards and practices.

## **Staffing**

The union proposes to limit contracting out of faculty work.

The union proposes to improve the creation of full-time positions by strengthening the language in that regard.

## **Benefits**

The union proposes to update dental coverage to adequately reflect advances in dental care.

The union proposes to incorporate best practices with respect to short term disability leaves and accommodations.

The union proposes a housekeeping adjustment regarding Long Term Disability and the use of sick leave credits.

## **Job Security**

The union proposes no layoffs during the term of this collective agreement.

The union proposes a reduction of the probationary period.

The union proposes that placement/bumping be based on seniority, competence, and skill.

The union proposes that the time allowed for laid-off employees to elect severance be extended to match the period of recall.

## **Partial-Load**

The union proposes that partial-load employees have the right to continue teaching previously assigned courses when these courses are re-offered.

The union proposes to enhance the opportunities for partial-load employees to fill full-time vacancies.

The union proposes that partial-load employees be compensated for all work.

The union proposes a faster advancement through the salary grid for partial-load employees.

The union proposes that all partial-load employees under contract continue to be compensated during all statutory, or college holidays, and college-scheduled teaching breaks.

## **Miscellaneous**

The union proposes reasonable time limits on letters of discipline or counsel.

The union proposes to ensure that employees have union representation when formally counselled by the college.

## **Grievances**

The union proposes to update the list of arbitrators.

The union proposes to streamline the union grievance process.