



COLLEGES
ACADEMIC
DIVISION



Bargaining information for OPSEU members in the CAAT-Academic Division

Myths	Facts
Strikes in 1984, '89 and 2006 resulted in back-to-work legislation.	Back-to-work legislation occurred only in 1984. In 1989 and 2006 the parties voluntarily agreed to arbitration.
If an individual college does not have a majority "Yes" vote they are not on strike.	This is a provincial vote – if there is a strike, all colleges will be on strike. No individual college can determine that it is not going to be on strike. It is exactly like an offer vote – no college can reject the offer and get a different one.
If there is a strike vote there WILL be a strike.	75% of the time, strike votes have resulted in settlements. Of course, the employer says the vote will not make any difference to their offer. They could hardly say otherwise before the vote.
A "No" vote is the only way to get the parties bargaining.	There will be no reason for the Colleges to bargain anything other than the imposed terms if there is a "No" vote. A "No" majority means no further bargaining. A "Yes" vote means a return to bargaining.
The imposed terms are binding on the colleges and faculty.	None of the imposed terms are binding on the Colleges. The terms can be amended by the Colleges at any time. As with any conditions of employment, the terms are binding on employees.
The Colleges Collective Bargaining Act does not permit arbitration.	Arbitration is not barred by the CCBA. The parties could agree to arbitration or the government could order it. The Colleges have made it clear in a Q and A on their website that they will not agree to arbitration at this time.
If there is a Yes majority there will be a strike in 5 days.	If there is a strike, it would not be before February 15. The union will make every effort to get management back to the bargaining table to reach a settlement.
If there is a strike, it will last 6 months and students will lose their year.	There have been 3 strikes in 35 years of bargaining. Each lasted about 3 weeks. Students never lost their year. Various strategies have been used to complete the year.
If we asked for no raise, that would resolve bargaining	Reducing the salary demand will not bring about the colleges agreement to the recommendations of the task force report.
The faculty demands are unaffordable, costing \$218 million annually.	The current faculty demands would cost under \$30 million annually. Application of existing data versus the hypothetical and unrealistic maximums used by management discloses the actual costs. The Colleges can reduce costs by utilizing the existing unused capacity in workload.
Faculty is demanding a reduction of 2 teaching hours per week.	There is no demand at all to reduce teaching hours and no demand that would produce this result. Evaluation factor changes could add 1.68 total workload hours. Current workload hours average just over 41 per week. Faculty proposals can be read at: www.opseu.org/caat/caat_ac/collective-bargaining.htm
If there is a "No" vote the imposed terms will become a contract.	With a "no" vote, there is no binding contract. The likelihood of getting a settlement that would lead to a contract is reduced.
It is up to the union to take a vote on the offer.	This is management's offer. They say it is acceptable. They sought the right to take an offer vote in the revised legislation and won that right. The union will take a vote on an offer it can recommend.