



# CAAF-A

COLLEGES  
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## Key Facts

A successful strike vote sends a clear message to management:

- That faculty will not accept unilaterally imposed terms and conditions of employment.
- That the unanimous recommendations of the workload task force must be implemented.
- That colleges must come to the table to bargain, not to dictate terms.

The faculty positions are affordable:

- Costs of implementing the workload task force recommendations are minimal.
- The workload amendments recommended don't add real costs, but some changes to the way academic decisions are made.
- The colleges allege that the union's position will cost \$218 million. They have never told faculty how they arrived at that figure. The colleges have made wild and unrealistic costing assumptions rather than apply actual data as the union has done.
- Colleges claim that the 2009 salary increase will cost \$51 million. A 2.5% increase on a total salary expenditure of \$620 million is \$15.5 million and a \$500 allowance for 2450 people is \$1.225 million. That's \$16.725, not \$51 million.
- When the Union withdrew some cost-related benefit proposals on December 15, 2009, the Colleges did not even bother to amend the \$218 assertion. Repeating an inaccuracy over and over does not make it any more true.
- Salary demands are completely in line with the 2.4% average increase for all public sector workers in 2009.

The faculty positions are fair:

- The faculty workload proposals are perfectly in line with all 13 of the Workload Task Force recommendations.
- The Colleges claim that there are only four Task Force recommendations. They are refusing to implement other recommendations which the Task Force included to purposely and explicitly protect faculty from workload increases.
- The Task Force recommended negotiated, contractual academic freedom. The faculty have that proposal. The Colleges do not have any academic freedom language in the imposed terms.
- The faculty proposals include workload improvements for Counsellors and Librarians.
- The faculty proposals include workload, promotion, and job security improvements for Partial-Load teachers.
- The imposed terms have nothing for Librarians, Counsellors or Partial-Load teachers.

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## The Faculty positions are practical:

- The salary proposal is mindful of the current economy, and the most up to date economic forecasts.
- The salary proposal is less than the most recent settlements of other post-secondary faculty.
- The College's claim that the faculty are seeking a 9.7% increase is false. More than 2/3 of the faculty will receive 7.68% over the 3-year proposed term. Only faculty at the maximum step will be granted an additional allowance. Without the allowance the college teacher salary maximum would fall below high school teachers.
- The faculty proposals reflect the unanimous recommendations of the Workload Task Force. Those recommendations are based on study of the College system by an independent chair.

## Academic freedom language:

- The academic freedom proposal in the faculty offer mirrors the language in other post-secondary contracts, both at universities and colleges. It is totally in line with a major Task Force recommendation.
- The Colleges claim that such language is unworkable and would be chaotic because of "accountability".
- Ontario College Faculty are accountable and are no less trustworthy than other university and college teachers.
- Universities and other colleges who, like Ontario Colleges, also have various accreditation boards, partners, advisory councils, and the same Ministry to which the colleges report operate quite successfully with academic freedom language in their contracts.
- Academic freedom does not mean a loss of coordination, or that the system would collapse. The Workload Task Force saw the realities and needs of today's Colleges and unanimously recommended accordingly.

## What next?

- Seventy-five percent of the time, strike votes have resulted in settlements without strikes.
- No one can say that there will or will not be strike.
- The union is interested in a fair negotiated settlement. To that end the union has met with management and revised bargaining positions on two occasions, only to be met with a refusal to negotiate from the Colleges unless it was merely acceptance of the already imposed terms.
- As Carleton University Labour Studies expert, Gene Swimmer expressed it "I think it's important for people to understand that if there is a strike, the strike was not necessarily caused by the union... imposing terms and conditions is usually done "to bring about a showdown".
- Without a strike mandate the imposed terms and conditions will continue and there will no reason for the Colleges to return to the bargaining table.