



**COLLEGE
FACULTY**
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BARGAINING 2014

Issue 3 - April 2014

You spoke, we heard!



Delegates from the 24 Locals representing college faculty across the province met in Toronto for our final demand-setting meeting.

The themes from the different Locals were consistent. The list of demands was reviewed, debated, and narrowed to best capture the will of the members.

These final demands address issues such as compensation, academic freedom, workload, and job security for all members—both Full-Time and Partial-Load.

The next step for the Bargaining Team is to turn the demands into contract language, identifying specific changes to the Collective Agreement.

The next step for you is to support your Team. The employer has no reason to negotiate unless your commitment to change is clear. The strength of your resolve will determine our success in bargaining.

Talk to your colleagues and stewards about issues you have with workload, academic decision-making, working conditions, and other challenges you face in your workplace.

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You told us:

- It is time for our wages to reflect the professional work we do.
- The contracting out of our work must stop.
- The academic decisions in our classrooms must be made by faculty.
- Workload formulas must reflect our actual workload, no matter how the courses are taught.
- We need more Full-Time faculty.
- We need job security and defined workloads for Partial-Load faculty.
- It is time to improve benefits.

Stay involved.

Ensure your Local has your private (non-college) contact information to keep you informed. Follow @CAATfaculty on Twitter, "like" the *OntarioCollegeFaculty* Facebook page, and visit the CollegeFaculty.org webpage.

In Solidarity, The CAAT-A Bargaining Team

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