

Read the following assessment carefully before voting September 23.

The officers of the local have made their own assessment of the Memorandum of Settlement. The limited gains but more importantly the major concessions do not allow us to endorse the settlement. Similar concerns have been expressed by the leadership at other locals. Yesterday, the Local Executive Committee at Mohawk voted unanimously to recommend the rejection of the offer.

Ultimately, the decision rests with you and the rest of the membership.

Information meetings have been scheduled Monday, September 15 and Thursday, September 18 in the Staff Dining Room from 6:00 to 7:30. Light refreshments will be provided.

Dial in will be arranged for Pembroke faculty from a campus location on Monday, September 15, room to be determined. A meeting with faculty at the Perth campus is in the process of being arranged.

Assessment of the Memorandum of Settlement with a provincial vote scheduled for September 23

Gains	Comments
No-layoffs for full-time faculty as a result of contracting out, for the length of the contract	Not an issue at Algonquin, so no gain. However, if a program is suspended or cancelled, there is nothing to prevent the college from resurrecting it at a later date and contracting it out.
Salary increases of 1.2, 1.5%, and 1.8%	Increases yes; unfortunately this is less than the rate of inflation currently at 2.1%. Projections from the Bank of Canada suggest inflation will hover around 2% for the next two years.
Lump sum payment of \$900 for those frozen at the maximum step before September 2013, which is pensionable	Less than .5% for each of the two years of the freeze and that is before taxes. The rate of inflation during the same period was 1.7% per year.
Eligibility period for priority in hiring for Partial-Load members decreases from ten months of past experience to eight.	Minor improvement.
Increased period for Partial-load to apply for full-time positions as internal candidate	Although an improvement, most hiring occurs in May, one month after most PL contracts expire, as that is when members of the hiring committee are normally available. Extending the eligibility into June, July, and August may be of no practical value when most people are on vacation.
Reduced probationary period for new faculty from two years to one.	This is positive. What is concerning is the provision that if the manager deems performance to be unsatisfactory, then the period can be extended for another twelve months.
Comprehensive out-of-country travel insurance.	A gain, but no specifics as yet. We have been told verbally it provides up to \$2 million in coverage.

A streamline grievance process	Instead of two step meetings before a case goes to arbitration, there is a single meeting. Only benefit is the elimination of the one meeting
Inclusion of method of delivery, changes to length of course, type of program, and availability of technical support as variable to be considered for resolving workload disputes	A minor gain.
Commitment to formal discussion about Intellectual Property through the Employee Employer Relations committee.	Unfortunately, there is no language that obliges the employer to do anything other than discuss. In the event of a disagreement, faculty are no further ahead than before. We are not aware of any item brought to the EERC as an agenda item that has resulted in a positive concrete development for faculty thus far.
Short term disability (sick leave) remains intact	However, there is contract language establishing a joint task force to study the plan with the intention of making recommendations before the next round of bargaining. Of concern is that this could mean that the sick leave plan will be targeted by management for the next round of bargaining.
Flexibility in scheduling beyond the eight-hour day limit, with the member's consent.	Possibly a gain for those members who want to work a longer work day. Not a gain if you now have to refuse a manager's request to work more than an eight-hour day.
Concessions	Comments
Removal on the cap on the number of repeated sections.	For the first time in the 30-year history of the SWF, we have a negative concession. Although the cap on different preparations (four) remains, there is no limit to the number of repeat sections. We anticipate this will see more of the labs and shorter hour duration courses being assigned to instructors while the theory classes will be assigned to professors.
Moratorium on new grievances based on Articles 2.02 and 2.03 for the life of the contract (three years).	A huge concession. It means a tool the local has used effectively in the last six years to generate in excess of 150 full-time positions will be lost for three years. The implications are huge: <ol style="list-style-type: none"> 1. There will be no obligation on the part of management to give preference to full-time positions in areas of new growth. Our local just won a grievance affording us and all other the opportunity all locals the chance to grieve CE on-line work, one of the biggest areas of growth in the system. The inability to grieve for three years means a significant opportunity is squandered.

	<ol style="list-style-type: none"> 2. There will be no obligation on the part of management to replace full-time members who leave the college. At Algonquin, the local has had to grieve almost every retiree's position in order to get them filled. In some colleges, the anticipated retirements in the next here years would amount to us much as 30% of the full-time complement. 3. Partial-load (as well as part-time and sessional) faculty will see no opportunity for full-time employment for the next three years unless management is willing to staff of its own volition. 4. As the full-time complement decreases for the next three years, it affects the remaining full-staff negatively: <ul style="list-style-type: none"> • Additional work to assist increasing numbers of non-full-time staff • Increased cost due to rising LTD premiums. LTD is funded 100% by members, so with fewer members to share the cost, premiums are most likely to rise. • Negative impact on the pension plan. Again, fewer people are contributing to the pension plan which raises the prospect of less money available for retirees. • New hires will remain on the bottom of the seniority list for an excessive amount of time. Not a good place to be in the event of lay-offs.
<p>Addition of the phrase "economic viability" under Article 2 as one of the considerations when giving preference to full-time positions</p>	<p>Programs that the college may deem "underperforming" and those with dedicated physical space may find it more difficult to get new hires in the future.</p>

We want you to have all the information before the ratification vote, so you can make an informed choice on September 23. We will have to live with the decision we collectively make for three years.