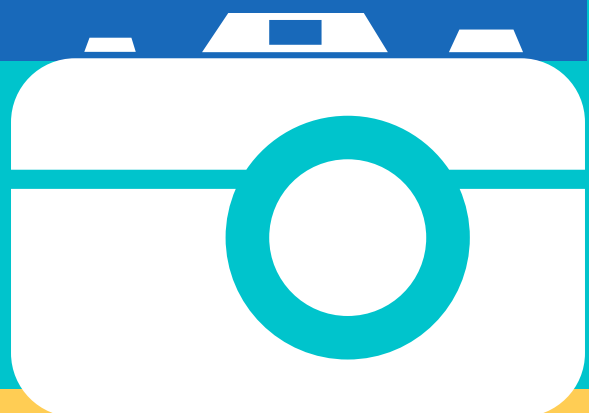
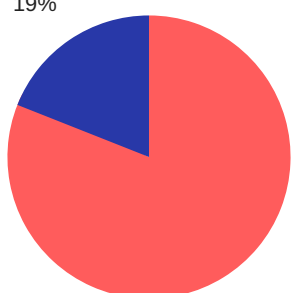


CAAT-A BARGAINING 2017



Here's a snapshot of what you need to know!

F/T Faculty
19%



Contract Faculty
81%

FULL-TIME POSITIONS

Less than 20 percent of teaching hours at Ontario colleges are assigned to full-time faculty; more than 80 percent of teaching hours are assigned precariously to OTFT. Voting YES shows your support for the need to increase full-time positions.



BILL 148

Bill 148, the "Fair Workplaces, Better Jobs Act," aims to improve working conditions for precarious workers. The College Council wants to include language that will circumvent and undermine the purpose of Bill 148. Voting YES shows your support for equal pay for equal work.



FREEZE ON ARTICLE 2

The College Council wants to continue the moratorium on grieving Article 2. Without Article 2 and proposed improvements, full-time positions are not being filled. Voting YES shows your support for holding management accountable for filling full-time teaching positions.



ACADEMIC FREEDOM

Management wants to deny faculty a say in how academic decisions are made and the freedom needed to protect the academic integrity of our programs. Voting YES shows your support for improving decision-making through collegial governance and academic freedom.



\$123,000,000

The colleges have been underpaying partial-load faculty by \$123 million each year. A \$250 pay-off is an insult. Voting YES shows your support for equal pay for equal work.

A strong YES vote does not necessarily mean we'll strike; it gives your team the support it needs at the bargaining table.

FOR MORE INFORMATION GO TO WWW.COLLEGEFACULTY.ORG



PENSION AND BENEFITS

Fewer full-time positions means fewer faculty paying into pension and benefit plans.

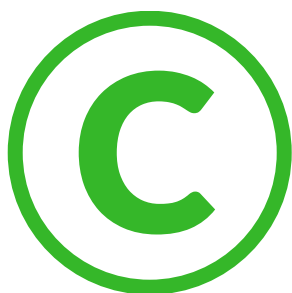
Voting YES shows your support for investing in the future sustainability of our current benefits and pensions.



SUPPORT FOR STUDENTS

Counsellors and librarians need a written workload agreement to help them plan out how they will better support students.

Voting YES shows your support for ensuring a reasonable written workload for college counsellors so that they can support student success.



INTELLECTUAL PROPERTY

Without intellectual property rights, colleges are able to sell our courses and programs to private colleges and corporate publishers. They are doing this now!

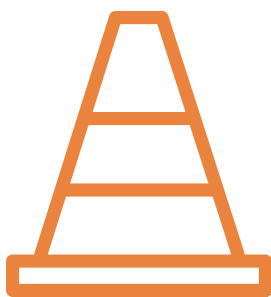
Voting YES shows your support that faculty have rights over the course materials they create.

0%

THE NUMBER OF DEMANDS BEING MET

The College Council failed to acknowledge a single item brought forward in the Union's proposal. Not one.

Voting YES shows your support that you want management to acknowledge our needs.



FACULTY WORKLOAD

With cuts to full-time positions, other faculty have been picking up the slack, volunteering their own time, resulting in overwork and burnout. A \$500 pay-out does not cover the cost of your personal time.

Voting YES shows your support for ensuring all work during teaching periods is captured on the SWF.

**STAY INFORMED & VOTE
(SEPTEMBER 14, 2017)**

A strong YES vote does not necessarily mean we'll strike; it gives your team the support it needs at the bargaining table.

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