

COLLEGE FACULTY

TEACHERS
LIBRARIANS
COUNSELLORS

ENSEIGNANTS
BIBLIOTHÉCAIRES
CONSEILLERS

CONTRASTING FACULTY'S COMPREHENSIVE OFFER AGAINST THE CEC'S RESPONSE

Colleges need:

Improved language on job security, complement, layoff and replacement /consideration

Faculty's comprehensive offer

- ✓ Establishes hiring preferences for full time and partial-load faculty, over part time and sessional.
- ✓ Fills vacancies within 6 months.
- ✓ Protects members from layoffs resulting from outsourcing or insourcing of our work.
- ✓ Protects bargaining unit work.
- ✓ Increases employer responsibility to actively plan for employment stability.
- ✓ Reduces employer ability to initiate lay off and bumping provisions.

Management's response

- ✗ Allows Colleges to lay faculty off for additional reasons and gives them more ways to avoid recalling laid off faculty.



Colleges need:

Fair treatment of partial-load (PL) faculty

Faculty's comprehensive offer

- ✓ Improves job security for partial-load faculty.
- ✓ Builds a path to full-time jobs for partial-load faculty.
- ✓ Creates a Partial-Load Assignment Calculator (PLAC).
- ✓ Creates multi-semester partial-load contracts.
- ✓ Automatically includes partial-load faculty in the partial-load registry

Management's response

- ✗ Reduces teaching time for asynchronous course delivery, with serious implications for partial-load seniority, status, and compensation.
- ✗ Introduces new probationary period (>2 years) for partial-load faculty.

Changes to address workload and eliminate volunteerism

- ✓ Provides more time for preparation and evaluation reflective of our changing teaching environments, including the growth of online and hybrid/blended courses.
- ✓ Provides more time for routine out of class student assistance and normal administrative tasks.
- ✓ In keeping with the Workload Task Force recommendations, standardizes complementary functions on the SWF.
- ✓ Standardizes weekly workload for teaching faculty at 42 hrs/week.

- ✗ Introduces new formula for courses with asynchronous course hours that removes teaching contact hours and provides only nominal increases to out of class assistance.
- ✗ Nominal increases to time allotted for teaching a multimodal course for the first time.
- ✗ Reduces time – more so than other repeat courses – for teaching this same course in the future.
- ✗ Two-tiers workload language.



Colleges need:

Changes to address workload and eliminate volunteerism (cont.)

Faculty's comprehensive offer

- ✓ Establishes overtime access for all for faculty, as well as access to Workload Monitoring Group to resolve disputes.
- ✓ Includes placements/clinical as actual course deliveries.
- ✓ Establishes stronger and more effective workload dispute language for both Workload Monitoring Groups (WMA) and Workload Resolution Arbitrator (WRA).

Management's response

- ✗ Removal of labs from the definition of a teaching contact hour.
- ✗ Slight increase to essay project evaluation, at the expense of reduced time for assisted evaluations.
- ✗ Only an additional 0.5 H for routine out of class student assistance.
- ✗ Creates barriers for faculty and the union to refuse modified workload agreements.
- ✗ Permits the Colleges to assign a TCH as a partial hour.
- ✗ Increases the number of course preparations that can be assigned without consent.
- ✗ Increases faculty workload, despite recommendations of the Workload Task Force Report.



Colleges need:

Improved salary grids and wages in relation to comparator groups

Faculty's comprehensive offer

- ✓ Salary increase of **10% over 2 years - 5% a year.**
- ✓ Removes lowest 2 steps for Professors, Counsellors and Librarians, adding 2 more steps at the top of the salary table.
- ✓ Removes 4 lowest steps for Instructors, adding 3 more steps at the top of the salary table by 2025.
- ✓ Removes two-tiered pay scale for partial-load faculty between post-secondary and non-post-secondary Instructors.
- ✓ Removes 2 lowest steps for partial-load faculty, adding 2 more steps at the top of the salary table.

Management's response

- ✗ Salary increase of **8% over 4 years - 2% a year** - does nothing to address cost-of-living increases **now** and improve wages in relation to comparator groups.



Colleges need:

Improved treatment of Librarians and Counsellors

Intellectual property rights, academic freedom, and collegial governance

Faculty's comprehensive offer

- ✓ Establishes staffing ratios for Librarians and Counsellors
- ✓ Provides equitable overtime pay provisions, matching that of teaching faculty.
- ✓ Commits reasonable workload to paper.
- ✓ Provides access for all faculty to a Workload Monitoring Group to resolve disputes.

- ✓ Commits to working collaboratively with the Colleges to better protect faculty intellectual property rights.
- ✓ Strengthens ability to decide how courses are designed and delivered.
- ✓ Gives counsellors ability to determine how students will be supported.
- ✓ Includes faculty voice in the existing Advisory College Councils.

Management's response

- ✗ Two-tiering access to overtime at pay rate far below teaching faculty
- ✗ Circumvents sessional rollover rules for Counsellors.

- ✗ No improvements.



Colleges need:

Faculty's comprehensive offer

Management's response

Improved benefits

- ✓ Provides partial coverage for retirees and partial-load faculty
- ✓ \$700.00 Eye glass benefit, effective October 1, 2024.
- ✓ \$3500.00 Hearing benefit, effective October 1, 2024

- ✗ No benefits coverage for retirees and partial-load faculty.
- ✗ \$525.00 Eyeglass benefit, effective 90 days post-ratification.
- ✗ \$3500.00 Hearing benefit, effective 90 days post-ratification.

Changes to prevent privatization, contracting-out and outsourcing of our members' work

- ✓ Provides stronger language to ensure academic work is done by faculty.
- ✓ Provides stronger language against contracting out to protect against privatization or outsourcing of faculty jobs

- ✗ No improvements

