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# COLLEGE FACULTY

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TRAINING ONTARIO'S FUTURE - ÉDUQUER L'AVENIR DE L'ONTARIO

## CONCESSIONS: STAFFING

*\*Note: All proposals can be found here - [Bargaining 2024 proposals](#)*

- **Issue:** There are several serious proposals which place more barriers to our ability to stop the erosion of our bargaining unit. The Colleges are failing to meet their Article 2 mandate to give preference to full time hiring. The Colleges are unbundling our work (coordinator, placement/clinical, curriculum development, and online teaching) to reclassify and reassign it to other divisions, managers/administrators and other non-unionized workforces (OntarioLearn). The Colleges are also failing to meet their mandate in Article 28 to ensure the employment stability of faculty and are instead now trying to introduce new provisions to lay off or recall faculty from lay-off.

M11,M2,M3,M6,M8,CEC response to U3	College Proposed Concessions	Impact on Members
<a href="#">College Concessions</a>	<ul style="list-style-type: none"><li>• Restricts our ability to file Article 2 staffing grievances by forcing the Union to prescribe how bundles of work constitute full-time positions</li></ul>	<ul style="list-style-type: none"><li>• In the context of contract hiring already far superseding full-time hiring, this proposal will result in the Colleges hiring even less full-time faculty</li><li>• Union locals will be burdened with additional work to file Article 2 staffing grievances</li><li>• Creates opportunity for staffing grievances to now be dismissed on</li></ul>



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	<ul style="list-style-type: none"><li>• Permits the Colleges to lay faculty off, and fail to recall them from a layoff, for additional reasons</li><li>• Extends length of academic year</li><li>• Permits non-bargaining unit members to apply for full time vacancies</li><li>• Circumvents the sessional rollover rules for Counsellors and Librarians</li></ul>	<p>technicalities for not meeting criteria</p> <ul style="list-style-type: none"><li>• Adding “accreditation” and “credential” language to these employment security provisions creates increased employment instability, which is contrary to Colleges’ Article 28 mandate in the CA</li><li>• Extending the academic year poses risks to the provisions that enforce full-time hiring when full time vacancies are staffed by a sessional for more than the current “academic year” (aka ten months)</li><li>• Full-time and partial-load members should be the only considerations for full-time hiring before external candidates are considered</li><li>• This blanket permission to violate CA protections on length of sessional appointments is another barrier to full-time hiring.</li></ul>
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	<ul style="list-style-type: none"><li>• Reassigns Professor work to management</li><li>• Coordinators no longer need to be teachers, or have coordinator work be assigned as a teaching function</li></ul>	<p>Many colleges no longer have any counsellors or faculty librarians</p> <ul style="list-style-type: none"><li>• Managers, not Professors, would provide “academic leadership” to Instructors. This work would be removed from our workloads</li><li>• Other divisions and managers would be more able to provide “academic leadership” to programs and courses. This work would also continue to be removed from our workloads.</li></ul>
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