

NEGOTIATIONS 2012

COLLEGE FACULTY



To: Faculty
From: Bargaining Team
Date: June 6, 2012
Subject: Initial Proposals

The Employers' Council has not yet tabled their full opening positions. They have tabled some items. They have indicated they will table others later. These include any compensation offer which they indicated they are unwilling to table at this time. They have also indicated that they will be tabling more items than simply a salary position.

Here is a summary of the contract amendment proposals tabled so far:

"Workload"

The Council is proposing to introduce 1 ½ hour and ½ hour teaching blocks. This redefines the fundamental block of the Teaching Contact Hour and increases the likelihood of reduced course hours. [11.01 C]

The Council is proposing to require all teachers to provide their supervisors with all the information that the teachers have provided to their students about out-of-class assistance. This increases the role of the supervisor in direct student/teacher interactions. [11.01 F]

"Partial-Load"

The Council is proposing no improvements for partial-load employees. They are proposing an amendment to change the description of the existing sick leave bridging provision. [26.08 C]

"New Class Definition"

The Council is proposing to create a new job classification – Nursing Clinical Facilitator. The details of the proposal have not been tabled. The Council has indicated that compensation will not be as per the faculty Collective Agreement and that the "job security" of faculty now teaching in this area will be protected. The Council has not indicated a position on the possible re-classification of current employees.

"Salaries"

The Council is proposing to delete the "Senior College Master" grandfathering provisions as there is no one in the colleges still receiving this allowance. [14.03 A & 35.01 B]

“Short Term Disability Plan” [STD]

The Council is proposing that the STD credits be credited based on a monthly pro-ration for new employees who are not hired in September. [17.01 C]

The Council is proposing that persons who are not approved for LTD after completing the 130-day waiting period would no longer be eligible to use any banked sick leave credits. [17.01 F3]

“Other Insurance Plans”

The Council is proposing to remove the optional, employee-paid “Catastrophic Event” coverage. [Article 19.01 B, 26.06 A, & the Letter of Understanding on Same Sex Benefit Coverage]

“Union Business”

The Council is seeking to reduce the times for the union negotiating team to meet with members and to prepare for bargaining. The proposal is to amend the Collective Agreement so that the Council would no longer pay for the time off for negotiation other than for face-to-face meetings plus no more than 10 days of preparation. The existing Collective Agreement language has served the parties well and there are no costs to individual colleges. The revised Colleges Collective Bargaining Act 2008 already reduced the negotiating period by 5 months. [Article 8.03 A & B]

The current Collective Agreement requires the union local to advise the college by June 1 which union representatives will require a reduction of assignment to carry out their duties. The Council is proposing to amend that to April 1 of each year. Most union local elections take place after that date and SWFs for the next academic year will not have been assigned. [Article 8.05 A]

The Council is proposing to expand the existing restriction on employees engaged in union business from the official local representatives to all employees. [Article 8.05 C]

“Grievances”

The Council is proposing to do away with 3-person panels of arbitrators except where both the union and the college agree. The existing system ensures that there is a union-nominated person on every grievance arbitration board. The union does appreciate that the grievance process needs to be expedited. [32.03 A]

The Council is proposing adding seven persons to the approved list of arbitrators and deleting three. [32.03 A]

“General”

The Council is proposing that the parties must agree to content, agree to format, and translate the Agreement within 30 days of signing, and that the Collective Agreement booklets must be printed all within 30 days and only by a college print shop. The union agrees that printing should be timely, but is concerned about parameters that are rigid and inflexible. [34.02]

“No Discrimination”

The Council is proposing to amend the contract to replace “handicap” with “disability.” This is in response to current Human Rights language. [4.01 A]

“Job Security”

The Council is proposing an amendment to clarify the existing entitlement of a discharged employee to be paid for any unused vacation. [27.14 A]

“Joint Insurance Committee”

The Council is proposing to amend the policy on the procurement of tenders for insurance coverage to reflect that the Council will no longer use the Ontario Government’s Public Tenders Office, but will follow their own policies. [Appendix IV]

“Letters of Understanding”

The Council is proposing to remove the reference to the right of employees who move to another college to transfer pension entitlements. [Sick Leave Credit Transfers]

The Council is proposing to delete the reference to the Wages and Benefits Task Force which established salary comparator groups from the Collective Agreement. [Salary Issue]

These are the proposals tabled at this time. The Council advised that they were moving their Article 17.01 F3 proposal to their monetary proposals. The Council has indicated that they will have further proposals.

In solidarity,

The Bargaining Team