



September 1, 2017

Don Sinclair, Chief Executive Officer
College Employer Council
20 Bay Street, Suite 1600
Toronto, Ontario M5J 2N8

Dear Mr. Sinclair:

We write to invite the College Employer Council and the presidents of Ontario's 24 Colleges of Applied Arts and Technology to join us on September 20, 2017 as we meet with provincial legislators to discuss how they can help meet the needs of Ontario's college system as it celebrates its 50th anniversary.

One important issue will be the need to ensure fairness in how contract faculty are paid, and the important role the government has in making this a reality. While we have long held that employers have an ethical requirement to pay their workers fairly, whether they are employed on a full-time or contract basis, the new *Fair Workplaces, Better Jobs Act*, Bill 148, will soon make equal pay not only an ethical, but a legal, requirement.

As the Council mentioned in its latest message to our faculty members at Ontario colleges, there will be a significant cost to meeting the obligation to provide equal pay for equal work to contract faculty, including partial-load, part-time and sessional faculty. According to the numbers you provided our bargaining team, partial-load faculty alone are already receiving \$123 million a year less than they would if they were paid equally for the work they do.

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As you note in your communication, finding the revenue to do this within the existing system would be challenging. We agree that making this important improvement should not come at the expense of existing staff, or existing programs. To ensure this doesn't happen, we will be asking the government to commit to providing funding to cover the costs of implementing Bill 148 and ensuring equal pay for equal work in the colleges.

We believe that we can make an even stronger case for this by making this request together, and so are inviting your members to join us for these meetings.

Let's not miss the opportunity provided by this 50th anniversary to work together to strengthen Ontario's college system and ensure that it will continue to play its role as a key driver of our province's economic and social growth for the next 50 years and longer.

We look forward to your reply.

Sincerely,

RM Kennedy,
Chair, CAAT-Academic Division, Ontario Public Service Employees Union

JP Hornick
College faculty bargaining team chair, Ontario Public Service Employees Union

c: Presidents, Ontario Colleges of Applied Arts and Technology
Local Presidents, Ontario Public Service Employees Union College Academic Division
Peter McKeracher, Director, Academic, College Employer Council