

# WANT TO IMPROVE YOUR COLLEGE?



Our working conditions are determined by the Collective Agreement between the employer and us. As Union members, we can initiate necessary changes to our basic working conditions by making proposals for the next Collective Agreement. What's working and not working at our Colleges? What do you need added or changed to help you provide a quality education for your students? Faculty proposals could improve salary, benefits, workload, job security - virtually anything except pensions and our workplace legislation (neither of which are negotiated exclusively between the employer and our Union).

***The Collective Agreement will expire on August 31, 2014. Now is our opportunity to make improvements in College workplaces across the province.***

## How do faculty proposals get to the negotiating table?

### Step 1: Provincial Membership Survey

You will have your first opportunity to inform the Bargaining Team of your priorities by completing a survey that is being sent to all members. The survey will identify common issues throughout the province. The results will be compiled and shared by Bargaining Team members at Local demand-setting meetings.



## Step 2: Local Demand-Setting Meeting

Each College Local will have its own demand-setting meeting with Bargaining Team representation. There, faculty will propose and vote for specific changes to the Collective Agreement, in order to improve our working conditions. Only proposals made by individual faculty members and passed by their Union Local at these meetings will be considered at the provincial demand-setting meeting.

## Step 3: Provincial Demand-Setting Meeting

On March 22/23, the elected delegates from every College Local will meet to vote on and rank the demands submitted by the Locals. Once this is complete, the Bargaining Team will advance our provincially-supported, focused set of demands at the table.

### Key Dates - 2014

Jan-Feb.	March	April-May	June-August
Your Local demand-setting meeting will take place. This is your chance to contribute and vote on proposals, and interact directly with the Bargaining Team.	March 22/23 - Provincial Demand-Setting Meeting	Provincially approved demands put into contract language, bargaining agenda set, and strategy developed by the Bargaining Team.	June 2 is the earliest possible date to give notice to bargain.  The Collective Agreement expires August 31 at midnight.

### In Solidarity, The CAAT-A Bargaining Team

**David Fasciano,**  
 Bargaining Team Chair,  
 Local 673, Collège Boréal

**Lynn Dee Eason,**  
 Bargaining Team Vice-Chair,  
 Local 613, Sault College

**Darryl Bedford,**  
 Local 110, Fanshawe College

**Jonathan Singer,**  
 Local 560, Seneca College

**Lana-Lee Hardacre,**  
 Local 237, Conestoga College

**Audrey Taves,**  
 Local 562, Humber College

**Bert Dubé, Local 732,**  
 Confederation College

**THE BARGAINING  
 TEAM'S TIME IS JUNE.  
 YOUR TIME IS NOW!**



**MAKE YOUR  
 VOICE HEARD**