

December 7, 2021

Dear Faculty Members:

Below, please find a chart comparing some differences between the two parties' latest tabled offers: The faculty bargaining team's Offer of Settlement (dated November 18) and the College Employer Council's Settlement Proposal (dated November 23). These offers are compared according to various bargaining issues.

## WORKLOAD

- The Faculty team proposes that language be added to enable faculty to receive **additional time for courses with an online component**, following discussion with their manager.
- The CEC team proposes **no changes** to time provided for preparation.
- The Faculty team proposes to **increase time for essay/project evaluation and feedback** to a maximum of 7 minutes and 12 seconds per student per week (for a 3-hour course) from the current 5 minutes and 24 seconds.
- The CEC team proposes **no changes** to the time provided for evaluation/feedback
- Both sides propose a joint Workload Committee to deal with *longer-term* workload issues. For dispute resolution, the faculty side proposes that **the decisions of a neutral arbitrator shall be binding** in the next round of negotiations.
- The CEC team proposes that a neutral chair **only make non-binding recommendations** for the next round of bargaining.

## STAFFING

- The faculty team is proposing language that would **prevent any member from losing work or pay** because work that is normally done by bargaining unit members is contracted out of the bargaining unit.
- The CEC's offer contains **no provisions against contracting out**.

## PARTIAL-LOAD

- The faculty team proposes to permit Partial-Load faculty to bridge benefits during non-teaching periods **when they have a written offer of employment** (which would include an email). This would be a no-cost item to the Employer.
- The CEC team proposes that PL faculty should be able to bridge benefits **only when they have a signed contract** for future employment in hand.

- The faculty team proposes that Partial-Load faculty who have seniority should be offered **the maximum possible partial-load assignment** (e.g., 12 hours weekly).
- The CEC team's offer has **no such proposal**.

- The Faculty team proposes that a list of courses to which PL faculty have seniority rights **be made transparent** to the faculty member and the Local.
- The CEC does **not** propose that this information be transparent.

- The faculty team proposes **expanding access to the Partial-Load registry** to all faculty who have experience teaching Partial-Load.
- The CEC's offer has **no such proposal**.

## EQUITY

- The faculty team proposes that Local subcommittees on Equity, Diversity and Inclusion should provide **recommendations directly to the colleges' Boards of Governors (who are the ultimate decision-makers at colleges)**.
- The CEC team proposes that subcommittee **recommendations would only go to the College Presidents** (who may or may not choose to refer them to the Boards of Governors).

- The faculty team proposes new language by which local subcommittees would offer recommendations on how to implement **college policies that are equitable in effect**.
- The CEC proposes language that would **merely seek to "advance"** principles of equity, diversity, and inclusion.

## COORDINATORS

- The faculty team proposes language that explicitly states that coordinator workload **must be**

reasonable.

- The CEC team does not propose such language.

#### USE OF FACULTY-PRODUCED COURSE MATERIALS

- The faculty team proposes language that would prevent the college from using, sharing, selling or transferring faculty-produced course materials without the written consent of the member.
- The CEC team proposes no such language.

#### SALARY & BENEFITS

- While both sides have agreed upon language to reopen wage negotiations if Bill 124's restriction on annual increases to compensation to 1% is overturned, the CEC team proposes a 3-year deal with 1% increases to compensation across the board.
  - The faculty team proposes a 2-year deal with 1% salary increases.
- In addition to a mutually-agreed addition of up to \$4,000 for prescribed medical cannabis, the faculty team is proposing that any remainder of the possible 1% increase in benefits be directed to dental implants.
  - The CEC makes no proposal for any remainder of the possible 1% increase in benefits.

#### INDIGENIZATION, DECOLONIZATION, AND TRUTH & RECONCILIATION

- The CEC team proposes a “non-adversarial process” to consider “issues related to Indigeneity”.
  - The faculty team proposes Indigenous-led and jointly-chaired Round Tables with a clearer focus, including an analysis of college policies and the collective agreement.
- The faculty team also proposes Local round tables to review individual college policies for the purpose of Indigenizing and decolonizing them as much as possible.
  - The CEC team does not.
- The Faculty team proposes a dispute resolution mechanism for arriving at concrete recommendations prior to the next round of bargaining, ultimately involving one of the two Indigenous arbitrators that both sides have agreed to add to the CA.
  - The CEC team's proposal features no dispute resolution mechanism.

#### COUNSELLOR CLASS DEFINITION

- The CEC team proposes to introduce language that could give management the right to assign counsellor duties to people outside the bargaining unit.
- The faculty team objects to this, believing that it would facilitate the contracting out of Counsellor work, as we have already seen at certain colleges.