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

CONCESSIONS: WORKLOAD

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

- **Issue:** Workload for full-time faculty has increased since 1985, when the SWF formula was first assigned. Since then, we have seen the use of technology explode in teaching. For example, we have seen the widespread use of; the internet, email, learning management systems, artificial intelligence, and modes of delivery expansion. Also, during that time, our students needs have become more complex. Legislative and accreditation standards have also increased the demands in our teaching environments. The Workload Taskforce Report is clear – hidden work exists and is not being compensated. The CEC's M12 proposal is smoke and mirrors. They do NOT address the workload concerns expressed by faculty, in fact, they have tabled concessions and presented their proposal as an omnibus package – any marginal gain at the expense of concessions under the guise of “modernizing” the SWF and to create “flexibility”.

M12	College Proposed Concessions	Impact on Faculty
College Concessions	<ul style="list-style-type: none">• Asynchronous Course Hours<ul style="list-style-type: none">○ The proposal removes assignment of a teaching contact hour for asynchronous hours associated with the Colleges defined course types○ The proposal includes three out of four course delivery types that have	<ul style="list-style-type: none">• Faculty will receive less time for course types with asynchronous hours associated, three out of the four course types may have associated asynchronous hours associated<ul style="list-style-type: none">○ Faculty will no longer have teaching contact hours assigned on their SWF, or in the PL contacts, for



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	<p>asynchronous course hours associated</p> <ul style="list-style-type: none">○ The proposal introduces less time assigned for repeat course preps that have associated asynchronous course hours <ul style="list-style-type: none">● The proposal introduces course types that do not account for the work being performed in the classroom● Synchronous Course Types<ul style="list-style-type: none">○ Include both in person and online teaching● The proposal removes mode of delivery from definition of the TCH	<p>asynchronous course hours</p> <ul style="list-style-type: none">○ Faculty will now only receive a fraction of an hour (new SWF provisions that are reduced) to prepare materials, evaluate and provide feedback to students for any asynchronous course hours○ Faculty will receive less time to deliver the course type “multi-mode flexible” as a repeat <ul style="list-style-type: none">● The proposed definitions of course types do not reflect definition examples used in the WTF or the work performed in our classrooms and suggests that additional time is not provided to teach in two modes at once.
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| <ul style="list-style-type: none">• The proposal removes equivalency between all modes of delivery and the assignment of the teaching contact hour• The proposal also removes equivalency between teaching in a classroom and teaching in a laboratory. In the definition of a TCH.• Changes the definition of a TCH to include “teaching blocks” that can be assigned in ½ hr increments per course• Permits the assignment of additional course preps if workload hours are less than 35/week without faculty agreement | <ul style="list-style-type: none">• Laboratory teaching is at risk of not being assigned a full TCH.• The teaching contact hour is defined as an hour throughout the collective agreement. Work is to be assigned on an “hour for hour” basis. This is a pillar of the SWF formula. Permitting scheduling in both half hour AND whole hour increments, creates scheduling issues that may start our days earlier and end them later.• Assigning no more than 4 course preparations without faculty consent, is a workload maximum that protects quality education. |
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| | <ul style="list-style-type: none">• Reduces time assigned for routine assisted evaluations and removes the term “mechanical” from the r/a definition• Reduces the ability of faculty and the Union to refuse a Modified Workload Arrangement | <ul style="list-style-type: none">• Less time is assigned to evaluate students work that is marked with mechanical/technological assistance. The same time (less) would be provided as if you were marking in the classroom and took nothing home• Faculty right to OT, PD, 11.08 and PD is threatened by limiting their right to refuse a Modified Workload Arrangement. This threat is heightened by limiting the Union’s right to refuse the MWA to ensure their workload protections exist. |
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