


November 16, 2009

**To:** All full-time and partial-load faculty members

**From:** Gerry A. Barker, Vice President Human Resource 

**Re:** Introduction of New Terms and Conditions of Employment

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As you are aware, the Colleges will be introducing the terms of the Council's final offer to OPSEU for the renewal of the collective agreement. The following list identifies the changes.

We are advised that the Colleges' bargaining team continues to be available to settle a collective agreement based on the terms and conditions of this final offer.

In addition to these improvements, all other provisions of the collective agreement that affect faculty will remain in place.

**Salary:**

- Your salary will be increased by 1.75% back dated to September 1<sup>st</sup>, 2009. You will be receiving the outstanding retroactive payment on the November 27, 2009 pay.
- Future salary increases are:
  - 1.75%, effective September 1<sup>st</sup>, 2010;
  - 2.0%, effective September 1<sup>st</sup>, 2011;
  - 2.0%, effective September 1<sup>st</sup>, 2012.

**Professional Development:**

- The maximum salary available to employees on professional development leave will be increased from 70% to 80% of the employee's base salary.
- All faculty will receive consideration for reimbursement for costs associated with annual professional development leave.

**Vacations:**

- Full-time employees are now entitled to request vacation in periods other than a two-month contiguous block.

**Holidays:**

- Family Day has been added to the list of holidays.

**Increased Benefits:**

- Supplemental life insurance is increased. The units that may be purchased by employees increase from a maximum of \$140,000 to a maximum of \$300,000. This will be effective December 1<sup>st</sup>, 2009.
- As soon as reasonably possible, persons currently on LTD will have their benefit level adjusted to 60% of the September 1<sup>st</sup>, 2009 salary rates.
- Clarification that the drug card can be used for the purchase of insulin and for over-the-counter medications, with appropriate documentation from the employee's physician.
- The College shall pay for the costs of Independent Medical Examinations or for further documentation requested from the employee's physician if such examination or documentation is required by the College.

**Partial-Load Employees:**

- In addition to salary increases, we have clarified the entitlement of all partial-load faculty to participate in the Extended Health Care Plan.

**Bullying and Psychological Harassment:**

- New protections to ensure employees are free from bullying and psychological harassment have been added to the "no discrimination" provisions of the collective agreement.

**Workload:**

The following workload improvements will be effective for any new SWF's issued after January 31<sup>st</sup>, 2010 in accordance with Article 11.02 A 1 (a) of the collective agreement.

- Supervisors will consult with affected faculty before the methods of evaluation and feedback are established for courses.
- Teachers assigned a large number of students may receive an additional attribution of 0.015 hours for out-of-class assistance for every student in excess of 260.
- Modified Workload Arrangements can be voluntarily agreed-to by faculty and their supervisor to better meet the needs of students and faculty. These arrangements require the consent of at least two-thirds (2/3) of the teachers

involved and their supervisor. The annual maximum workload limits contained in articles 11.01 K 1, 11.01 K 2 and 11.01 K 3 continue to apply to Modified Workload Arrangements. Teachers not in agreement will continue to have the regular formula applied to their workload assignments.

- In assigning workload, supervisors will give consideration to any requirements for applied research or the necessary translation of materials.

The union has stated that these changes increase workload. That is not the case. The key change in workload is the ability of faculty to voluntarily agree to a more flexible workload arrangement to meet the needs of faculty and students. That does not increase workload. If a faculty member thinks the arrangement is not satisfactory he/she can simply decline to participate and the regular formula will apply.

### Grievances

- Grievances from individual faculty will continue to be accepted and processed. Your right to union representation during the processing of individual grievances does not change.

The details of these improvements are set out in the Management Offer for Settlement dated November 12, 2009 which can be viewed on the Council's website at [www.TheCouncil.on.ca](http://www.TheCouncil.on.ca) and at [www.myAlgonquin.algonquincollege.com](http://www.myAlgonquin.algonquincollege.com)

If you have any questions, please contact:

Gerry Barker, Vice President ext. 5059  
Peter McKeracher, Director ext. 3544  
Connie Powers, Manager ext. 5119  
Diane McCutcheon, Manager ext. 5461

[Gerry.Barker@algonquincollege.com](mailto:Gerry.Barker@algonquincollege.com)  
[Peter.McKeracher@algonquincollege.com](mailto:Peter.McKeracher@algonquincollege.com)  
[Connie.Powers@algonquincollege.com](mailto:Connie.Powers@algonquincollege.com)  
[Diane.McCutcheon@algonquincollege.com](mailto:Diane.McCutcheon@algonquincollege.com)