

OCTOBER 10, 2017

# OPSEU CAAT ACADEMIC TO STRIKE

College Employer  
Council / Conseil  
des employeurs des collèges

## Union Rejects Final Offer

OPSEU CAAT Academic rejected the colleges' final offer of settlement and instead gave notice that a strike action will start on October 16.

Colleges' final offer provided:

- a 7.75% salary increase
- new full-time faculty maximum of \$115,378
- new partial-load hourly maximum of \$154.26
- improved conversion of contract faculty to full-time positions
- a plan to respond to Bill 148 when it becomes law
- more faculty autonomy over personal workloads
- enhanced benefits, and
- no concessions

The colleges' final offer is comparable to, or better than, offers accepted recently by other public-sector employees, such as teachers, public servants, and college support staff.

## Strike Deadline: October 16

OPSEU CAAT Academic delivered notice that it will start a province-wide strike on October 16, 2017. A strike is unnecessary and would be disruptive to hundreds of thousands of college students.

## Colleges Call on Union to Let Faculty Vote

The colleges have asked OPSEU CAAT Academic to allow faculty to vote on the final offer. An unnecessary strike will be avoided if the majority of faculty vote to accept the offer.

## Colleges Post Final Offer

The final offer highlights are attached and the full and final offer is posted at [www.thecouncil.ca](http://www.thecouncil.ca). Faculty are encouraged to inform themselves about the final offer or speak to their local union representative or members of the OPSEU CAAT Academic team.

## Union rejects final offer

## Notice of strike on October 16

## Colleges call on union to let faculty vote

## Colleges post final offer

*Academic Bargaining Update* is a newsletter from the Colleges' Bargaining Team to keep you informed on progress made or when significant events occur during collective bargaining. The English and French versions of this newsletter are also posted on the College Employer Council's website at <http://www.thecouncil.on.ca/>

### We welcome your opinion

We are interested in what you have to say and welcome your opinion. Please feel free to contact any member of the Colleges' Bargaining Team or send your views in writing to: [peter.mckeracher@thecouncil.ca](mailto:peter.mckeracher@thecouncil.ca)

# Highlights of Management's Final Offer of Settlement

## October 10, 2017

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### Wage Increases

Year 1 – 1.75% (Effective Date of Ratification)

Year 2 – 2.00% (October 1, 2018)

Year 3 – 2.00% (October 1, 2019)

Year 4 – 2.00% (October 1, 2020)

New maximum salary of \$115,378 will be in place by October 1, 2020

New maximum hourly rate for partial-load employees of \$154.26 by October 1, 2020

### Benefits

- Add Social Workers and Psychotherapists to the list of paramedical providers
- Increase combined maximum annual coverage for all covered paramedical services from \$1,500 to \$2,000
- Improve parental & pregnancy leave provisions

### Staffing and Workload Proposals

- Allow staffing grievances (Article 2) by removing the moratorium in response to Union's concerns over staffing, thereby allowing the Union to challenge staffing where appropriate
- Require colleges to give preference to full-time over partial-load and sessionals where operational requirements allow it (Article 2)
- Bring sessional employees into the bargaining unit when extending their employment to deal with absences of full-time faculty. This provides greater employment stability for these employees and continuity of teaching for students (New Article 2.05 & New Appendix VIII)
- Allow teachers, if they choose, to complete the teaching of a course that extends beyond the normal weekly limits instead of using part-time employees (Article 11.01 B 1)
- Allow teachers more flexibility to work overtime if they wish to do so (Article 11.01 J 1)
- Ensure accommodation requirements can be addressed when assigning workload (Article 11.02 C 2)

### Other Proposals

- Ensure that the parties will meet after the announced changes to Bill 148 are implemented. There are no monetary restrictions on what the parties can negotiate. Any disputes will be referred to third-party arbitration (New Letter Re: Bill 148 Issues)
- Allow the parties to discuss Intellectual Property issues at the provincial level (Renewed Letter Re: Intellectual Property)
- Establish a provincial joint committee to review the class definition of Counsellors (New Letter Re: Counsellor Class Definition) recognizing the changing profile of the learners
- Provide greater flexibility to increase the starting salary of new hires (Classification Plans)