
Parties return to the bargaining table – August 22

The Colleges' Bargaining Team communicated last week to Ontario college professors, counsellors and librarians that an early offer of settlement had been tabled by the colleges on August 1. The parties meet again on Tuesday, August 22 for three days of bargaining. The union has not yet responded to the offer at the table. The college team looks forward to the union response. It is expected that the offer will provide the foundation for an early settlement. The current collective agreement expires on September 30, 2017.

COLLEGES' OFFER OF SETTLEMENT DETAILS

The four-year extension (October 1, 2017 – September 30, 2021) to the contract provides:

- a 7.5% salary increase (1.5%, 2.0%, 2.0%, 2.0%)
- new maximum salary of \$115,094 will be in place by October 1, 2020
- the 1.5% retroactive increase on April 1, 2017 is six months prior to the expiry of the current agreement resulting in a retroactive payment of up to \$800
- a further lump sum payment of \$500 for full-time faculty and \$250 for partial load paid on October 1, 2017
- expanded catastrophic drug coverage
- positive changes to pregnancy and parental leave

EXTENSION SETTLEMENTS IN OTHER SECTORS

Several recent extension offers are comparable to the offer tabled by the colleges.

In the spring, one of the colleges' main comparator groups, **Ontario Secondary School teachers**, negotiated an extension to their existing agreements to September 2019. The collective agreements were scheduled to expire at the end of August 2017.

The secondary school teacher extension agreement provided:

- 1.5% on September 1, 2017 - the original expiry date
- 1% in September 2018
- 1% in February 2019
- 0.5% on August 31, 2019 at the contract expiry date.
- 0.5% lump sum payment in October 2017.

Some of the key differences in the college offer is that it provides a 1.5% increase retroactive to April 1, 2017 – six months before the contract expiry. It also guarantees salary increases for a further two years beyond the secondary school settlement. The college offer is time limited and based on the union agreeing to an early settlement.

COMPARING RECENT CONTRACTS - SECONDARY SCHOOL TEACHERS AND COLLEGE FACULTY

College faculty made considerable salary gains between 2014 and 2016 compared to secondary school teachers.

In 2014, Ontario secondary school teacher wages were frozen with no salary increases and no progression through the grid. In 2015, there were no salary increases but progression through the grid was restored and a 1.0% lump sum was paid. In 2016, salaries increased by 1.5%.

At the same time, college faculty received increases of 1.2% plus a lump sum payment of \$900 in 2014, 1.5% in 2015 and 1.8% in 2016. College faculty also received progression through the grid increases. A single step increase provides a college faculty member with an additional salary increase of between 2.7% and 4.6% per year – or slightly more than \$2,800.

Support Staff in the college sector will be voting on August 29, 2017 on a recent extension agreement recommended by the support staff OPSEU leadership, which provides a 7.75% increase over four years. That proposed contract will expire in August 2022.

The **Ontario Public Service** membership ratified a four-year extension offer which provides a 7.5% salary increase.

IMPLEMENTING CHANGES UNDER BILL 148

Bill 148 is proposed legislation that would make a number of provisions of the Employment Standards Act applicable to the college sector. The Colleges’ Bargaining Team proposed that any adjustments needed under Bill 148 be discussed by the parties after the bill’s passage by the legislature. If the parties cannot agree to the necessary wording changes, then an independent arbitrator will be selected to make the necessary changes.

NO ADDITIONAL CHANGES

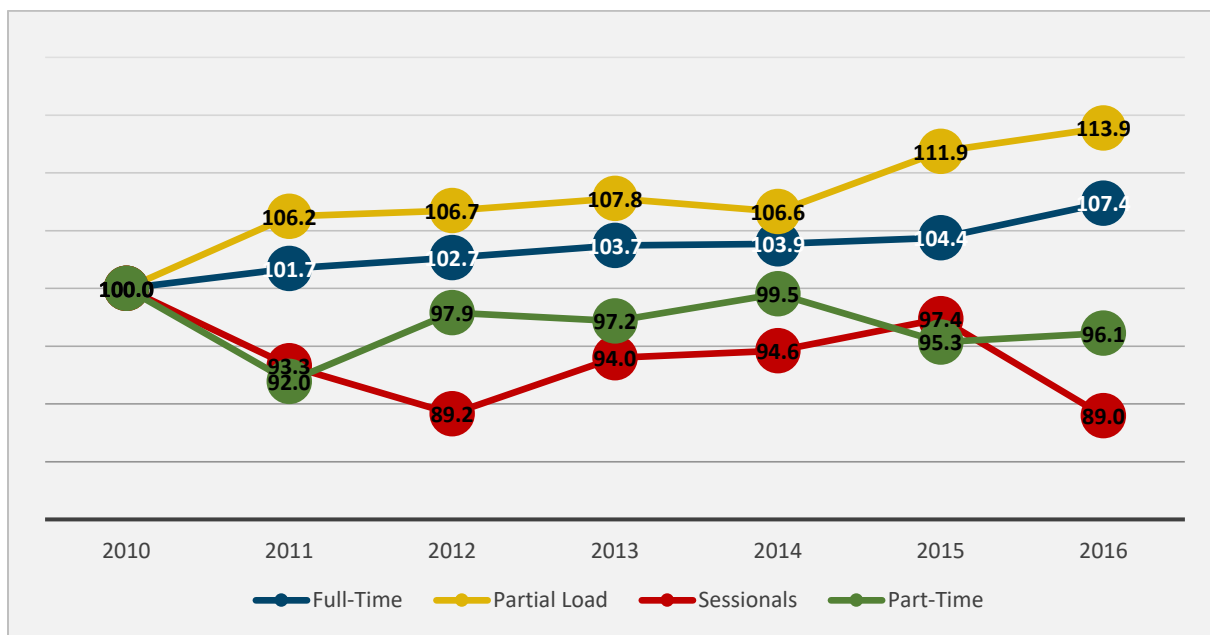
The remainder of the agreement will basically remain as it has been for the last few years. In the last round of bargaining (2014), the parties agreed to a letter of understanding which did two things:

1. It provided existing faculty members with guarantees of no layoffs as a result of contracting out faculty work, and
2. The union agreed not to file any grievances relating to staffing issues

The college offer includes the continuation of this letter of understanding.

CONTINUING TO INVEST IN FULL-TIME FACULTY AND PARTIAL LOAD POSITIONS

From 2010 to 2016, 527 full-time and 556 partial load faculty positions were added at Ontario colleges, while part-time and sessional positions decreased. As you can see in table below, the trend of adding more full-time and partial load positions accelerated during the time of the current collective agreement (2014 – 2017).



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