

Union Starts Timetable to Strike

Settlement Path: Colleges ask union to let faculty vote on offer

After two days of bargaining last week, the union requested that the Ministry of Labour start the strike timetable. Strike action by the union could start as early as October 16th.

A strike is unnecessary and would be disruptive to students. The union repeatedly stated that the strike vote was to encourage bargaining. Yet, starting the strike timetable puts the college system on the clear path to a strike.

COLLEGES' EXTENSION OFFER REMAINS THE PATH TO A SETTLEMENT

The colleges' offer is an extension of the existing contract. It includes:

- A 1.5% retroactive increase on April 1, 2017 resulting in a retroactive payment of up to \$800, and
- A signing bonus of \$500 for full-time faculty and \$250 for partial load paid

If the extension offer is not agreed to before it expires, these two provisions will be lost.

COLLEGES CALL ON UNION TO HOLD VOTE ON COLLEGES' OFFER TO EXTEND THE AGREEMENT

Employees deserve the opportunity to vote on the extension agreement. As the bargaining agent for faculty, the union has the legal right to call for an offer vote at any time. The colleges have told the union that if it agrees by September 29 to hold a vote, the colleges will extend the offer of settlement to allow the Ministry of Labour to schedule the vote.

NO CONCESSIONS

The offer extends the existing contract and does not include any concessions. The union's claim that the colleges are demanding concessions is untrue. There are no concessions – only enhancements.

In addition to the retroactive increase and signing bonus, the colleges' offer provides an investment in faculty with:

- a 7.5% salary increase over four years (1.5%, 2.0%, 2.0%, 2.0%)
- new maximum salary of \$115,094 will be in place by October 1, 2020
- expanded catastrophic drug coverage
- positive changes to pregnancy and parental leave

COLLEGES AVAILABLE TO MEET THIS WEEK

The colleges have told the union they remain available to meet throughout the week of September 25. The union has not made any changes to its proposals, which would eliminate 4,280 contract faculty jobs, increase costs by \$400 million annually, change the governance of colleges, and restrict the colleges from overseeing academic delivery. From the start of bargaining, the colleges have been clear to the union that these proposals are not the basis for a settlement.

WHAT FACULTY CAN DO

Employees deserve the opportunity to vote on the extension offer. Faculty should speak to local union leaders and the union bargaining team. Ask them to let faculty vote on the colleges' extension 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