

SETTING THE RECORD STRAIGHT

Many statements by OPSEU in newsletters and the media do not reflect the reality of what is occurring in our colleges or the key issues at the bargaining table. These statements are creating unwarranted concerns among faculty, students, and the wider public. OPSEU's actions to start the strike timetable means a strike could start as early as mid-October.

Faculty are asking what a strike might be about.

To help the discussion the colleges have set out a series of OPSEU's statements with the facts.

OPSEU says:

"Right now, 81 per cent of the teaching in our colleges is done by exploited, underpaid contract faculty."

– OPSEU Negotiations Bulletin, Sept. 15, 2017

 **False**

 **Fact**

More than two out every three hours in the classroom are taught by OPSEU Academic Bargaining Unit members.

- Full-time faculty are responsible for 49% of all teaching contact hours*
 - Partial-load faculty are responsible for 22% of all teaching contact hours*
 - Part-time and Sessional faculty are responsible for 29% of all teaching contact hours*
- *2015-16 CAAT Academic Workload Survey, Ministry of Labour, Collective Bargaining Information Services, June 2017 and October 2016 Annual College Staffing Statistics Survey, CEC

OPSEU says:

"The reduction in full-time positions that the employer is leading us toward could have catastrophic effects on our pension plan." -

OPSEU Negotiations Bulletin, Sept. 12, 2017

 **False**

 **Fact**

None of the colleges' proposals lead to reductions in full-time positions.



 **Fact**

The CAAT Pension Plan is in excellent health.

- The number of full-time faculty in the plan continues to increase.*
- All faculty - full-time, partial-load or part-time - are eligible to join.*
- The pension plan is more than fully funded at 113.3%.*
- The pension fund's assets have grown by more than \$4 billion since 2010.*

*CAAT Pension Plan, Annual Report, 2016

<p>OPSEU says: “We need... to fend off our employer’s demands for concessions.” – OPSEU Negotiations Bulletin, Sept. 12, 2017</p> <p> False</p>	<p> Fact</p> <p>There are no concessions – only enhancements. The offer extends the existing contract and does not include any concessions.</p> <ul style="list-style-type: none"> • Colleges’ offer is posted at www.thecouncil.ca
<p>OPSEU says: “In real terms, we will be no better off in 2021 – and farther behind our comparator groups – if we accept their offer.” – OPSEU Negotiations Bulletin, Sept. 13, 2017</p> <p> False</p>	<p> Fact</p> <p>Ontario college faculty are not behind comparator groups. Salary gains have outpaced gains by secondary school teachers since 2010. The current maximum for college faculty is \$106,853 while the Secondary School teacher average maximum is \$96,266.</p>
<p>OPSEU says: “Council’s offer abdicates their responsibility for equal pay for equal work under Bill 148.” – OPSEU Negotiations Bulletin, Sept. 13, 2017</p> <p> False</p>	<p> Fact</p> <p>The colleges’ extension offer provides that the parties will meet after the announced labour law changes (Bill 148) are implemented to determine how they affect the collective agreement. The offer provides for third-party arbitration if the parties cannot resolve any issues that arise.</p>
<p>OPSEU says: “Ontario’s college system is broken.” – OPSEU Negotiations Bulletin, Sept. 12, 2017</p> <p> False</p>	<p> Fact</p> <p>Colleges: Students and employers agree that Ontario colleges are doing an outstanding job preparing students for future success.</p> <ul style="list-style-type: none"> • 83% of 2015-16 graduates in the labour force were working six months after graduation.* • 91% of employers who hired 2015-16 college graduates are very satisfied / satisfied.* • 87% of college students are very satisfied / satisfied that their program is giving them knowledge and skills that will be useful in their future career.* <p>*Source: Key Performance Indicators, Colleges Ontario, April 2017</p>

<p>OPSEU says: “[The strike vote] means ... fair treatment, for contract faculty...” – OPSEU Negotiations Bulletin, Sept. 14, 2017</p> <p> False</p>	<p> Fact</p> <p>The union’s proposal on staffing ratios means that 7,120 contract faculty positions will be lost with only 2,840 new full-time faculty positions gained – a net reduction of 4,280 contract faculty jobs.</p>
<p>OPSEU says: “But faculty cannot accept a contract like the one the colleges are trying to sell us now.” – OPSEU Negotiations Bulletin, Sept. 12, 2017</p> <p></p>	<p> Fact</p> <p>The colleges’ offer is in line with recent extension offers accepted by teachers, college support staff, and public servants.</p> <ul style="list-style-type: none"> • Secondary school teachers: 4.0% over two years and a 0.5% lump sum payment • College support staff: 7.75% increase over four years • Ontario Public Service: 7.5% salary increase over four years
<p>OPSEU says: “Management believes that faculty can be bought off with a bit of money...” - JP Hornick, Chair, OPSEU CAAT Academic Bargaining Team, Niagara Advance Interview, Sept. 15, 2017</p> <p></p>	<p> Fact</p> <p>The colleges’ offer is a four-year deal with a 7.5% increase, a new maximum of \$115,094, a signing bonus, benefit enhancements, and no concessions.</p>

A strike by Ontario college faculty is unnecessary.

There is no need to interrupt the studies of hundreds of thousands of students through a lengthy, disruptive and costly strike.

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.