

Union Rejects Colleges' Extension Offer Allows Offer to Expire

The colleges had offered a four-year extension to the existing contract that increased salaries by 7.5%, a new maximum of \$115,094, a signing bonus, benefit enhancements, and no concessions.

Unfortunately, on Wednesday September 27, the union rejected the colleges' offer to extend the contract that had been on the table for eight weeks. The union refused to allow faculty to vote on the offer.

The colleges hoped that the offer would have been accepted allowing faculty to benefit from an extended contract before it expired. Please be assured that the colleges remain committed to finding a path to a settlement that is fair to faculty while being affordable and responsible to colleges.

NO SUBSTANTIVE CHANGE TO UNION'S KEY DEMANDS

The union continues to demand:

- Salary increases of more than 10% over three years – far beyond comparable settlements among teachers, public servants and college support staff.
- Elimination of 3,350 faculty jobs – 4,030 full-time positions could be added at the expense of 7,380 contract faculty positions being eliminated to achieve a 50 / 50 headcount ratio
- Inflexible staffing ratios that will harm colleges' ability to deliver programs in an effective manner
- Senates for colleges that would limit colleges' ability to offer consistent program quality and outcomes, while responding quickly to local labour market needs
- Academic control by the union and removal of the colleges from overseeing academic delivery

The union's demands are not the basis for a settlement.

UNION CHOOSING PATH TO STRIKE

The union has chosen a path toward a strike that could occur as early as October 15, 2017. 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.

CONCERN FOR STUDENTS

The colleges appreciate that students are concerned about a strike occurring and disrupting their studies. Students should continue to focus on their studies – colleges will provide updates as soon as they are available.

NEXT STEPS

A negotiated settlement will be found at the bargaining table – not on a picket line. The colleges have asked the union to turn away from the path to a strike and instead follow the path to a settlement.

The colleges remain committed to achieving a negotiated settlement, which is fair to our faculty while being affordable and responsible for the colleges. But we need practical proposals from the union to be successful.

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