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College Faculty Bargaining – Monetary Issues



Comparing College and Union Salary Proposals

One of the biggest hurdles to a negotiated settlement is the cost of the union’s demands. The demands would add more than \$1 billion (\$400 million annually) in costs over a three-year contract made up of:

- Wage increases
- Staffing ratios
- Workload reductions

The colleges are committed to investing in faculty and have tabled a monetary offer that is comparable to, or better than, recent public-sector settlements. The union has publicly stated that money is not the issue but it has also stated that the colleges’ monetary offer is insufficient.

The table below is a breakdown of the salary proposals.

Colleges’ Proposals	OPSEU’s Demands
Wages <ul style="list-style-type: none">• 7.75% increase over four years• New maximum of \$115,378	Wages <ul style="list-style-type: none">• 10% increase over three years (2.25% per year plus a new step on the grid)
Comparators <p>Colleges’ final offer in line with, or better than, other recent settlements with Ontario unions.</p> Secondary School Teachers – OSSTF <p>4% over two years plus a 0.5% lump sum payment</p> College Support Staff – OPSEU <p>7.75% over four years</p> Ontario Public Servants – OPSEU <p>7.5% over four years</p> Hospital Professionals – OPSEU <p>5.25% over three years</p>	Comparators <ul style="list-style-type: none">• 10% increase would be significantly richer than any other recent settlement

The colleges’ final offer is posted for all faculty to read at www.thecouncil.ca. All faculty are urged to review the offer and decide for themselves whether it is something they consider to be reasonable. Faculty should share views with the union bargaining team.

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