

**Everyone
needs
support.**

BARGAINING BULLETIN



News from the CAAT-Support negotiating team

Your team analyzes management proposals

The union and the colleges exchanged proposals Feb. 12. Rather than creative proposals from management, the employers' document is intentionally vague.

Those of us who have participated in past rounds feel like it is simply, in the famous phrase, "Déjà vu all over again."

We know that you – the members – want to be able to do your part to give students the best quality education possible and improve the colleges as places to learn and work. The government also says it wants to do this.

And, as we know, this can't be done without support – without us.

We want to help turn the colleges around. Yet, management's direction seems to be the same as it ever was. They want to erode your rights and benefits.

Your team has analyzed the new-old proposals – in light of the bargaining history of this unit. These look harmless, but could erode your job security, your rights, and the strength of your bargaining unit.

BARGAINING TEAM CONTACTS

Team members, and assigned colleges

Rod Bemister, Chair; Local 561, Seneca College:
George Brown, Georgian, Seneca, Conestoga

Marg Rae, Vice-Chair, Local 109, Fanshawe College:
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Rick Nemisz, Local 351, Durham College: Durham,
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Florry Lang, Local 137, St. Clair College: St. Clair,
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Rasho Donchev, Local 559, Centennial College:
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Katherine Hilyer, Local 656, Cambrian College:
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Proposals

Let's start with the first proposal:

"Improving processes"

•The Council would like to explore ways of improving processes, which enable the Colleges to respond and resolve unique issues and circumstances within their own environments, while recognizing the importance of job security to employees. Some issues for discussion within this framework are....

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Got questions?

Contact the bargaining team at:

bargaining@rogers.com

Analysis of management's proposals

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Reading between the lines, this is an attack on your rights.

- ...expanding the terms and conditions of employment for Appendix D and temporary employees

What does this mean? It means the colleges can limit your ability to apply and be considered for certain jobs. It allows the colleges the flexibility to NOT post vacancies. Again, we have seen this before.

History says this leads to an erosion of your rights, your job security, and the strength of your bargaining unit.

- term specific positions

In 2000 this proposal was called fixed term, in 2003 and 2005 this proposal was called term certain, now in 2008 they have re-invented this proposal to be called 'term specific.' Term specific means management can hire staff from outside of the bargaining unit, with no benefits, no rights, and at whatever wage they choose. Then when they no longer want to pay for the position, the person is let go.

We are trying to ensure there are good jobs at the colleges, not more precarious ones. And, at a time when part-time workers are signing union cards, the colleges are still trying to erode our bargaining unit, reduce our job security, while hiring workers with no job security and no benefits. This is the opposite direction from the way the college system should be going. We need to rebuild the college system with good jobs, not contingent labour.

- the Letter of Understanding "Contracting Out"

Losing this article or making significant changes to weaken this article means you can kiss any thoughts of job security away. It serves three purposes, 1) eroding your job security, 2) eroding the bargaining unit strength by cutting the number of members and 3) it gets managers out of what they are paid to do, managing by handing control to a 'for profit' company.

"Streamlining"

We all know what streamlining means, more work, more responsibility, more duties for us, less for them. The following is a partial list of some of the items for discussion:

- part-time and seniority lists produced every 6 months

Taken with the proposal just below this one, it makes no sense whatsoever. In the computer age, is it so

difficult to push the "enter" button and produce these reports? Every college has an online computer system, able to capture the information contained in these lists. You should be able to produce these

lists almost instantaneously. We currently get these lists three times a year, which means the information is already outdated.

- use of electronic information that is available versus producing hard-copies

This could be a great idea, 'going green.' This would also make it possible to increase the production of lists, which in turn would increase the accuracy of lists, which in turn would decrease the manipulation of data for their own purposes. So it should be much easier to give us these lists more often, and more accurately.

- use of electronic posting boards

This again could be a great idea, if everyone had access to their own computer and everyone knew how to access this information. How many members are forced to share one computer between an entire work group?

- payment of Special Allowance

More information on how they intend to streamline the payment of the Special Allowance is needed before we can comment. We already have a grievance settlement on this. Special Allowance is due Sept. 1.

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- *clarify whether and when prior part-time and/or Appendix D service should be added to full-time service and/or seniority upon hire into full-time position*

We just won this grievance award and it impacts anyone who has prior Appendix D service. Why would we give up something that we fought and won? That just doesn't make any sense to us.

- *delete article and letters of understanding dealing with the use of VDTs*

This is a takeaway for the classifications listed in this article. The colleges now pay for these classifications to have specific eye examinations, but they want these employees to claim it out of their own benefits package. Erosion of your rights and benefits.

- *reimbursement versus allowance for safety boots and eyeglasses*

We agree there should be reimbursement for these items and all items required to perform your work. What we won't agree with is a cost cap to this proposal; reimbursement is only good for us if it is full reimbursement. Have you tried to buy safety boots for \$100 lately?

Faculty are reimbursed for the 'actual' cost of their safety equipment. Health and safety should be the same for all groups within the college.

Grievance process

- *mandatory Step 1 meetings, if requested*

This refers to the grievance process. This demand is designed to a) prolong the grievance process, b) increase the workload of those who represent you, and c) try and relieve higher administrators of their

responsibility to ensure the Collective Agreement is adhered to in the proper fashion. Grievances take too long as it is. They say their goal is streamlining the administration of the Collective Agreement; adding another mandatory meeting seems to be in contradiction to that goal.

3. The Council would like to discuss changes to the Collective Agreement that will assist the Colleges and employees in balancing their personal and family needs with the College's operational requirements.

- *personal and family leaves, with and without pay*

Article 12.2 is one of the best articles we have in the Collective Agreement, and we are not giving it away.

This proposal deals with one article, 12.2. We have been told by the members; "don't even think about changing

this article." Changes were proposed by the employer in the 2000 and 2003 rounds. But Article 12.2 is one of the best articles we have in the Collective Agreement, and we are not giving it away.

Flexibility?

- *flexible scheduling arrangements and other work schedule issues*

Changes to any articles that deal with flexible scheduling arrangement and work schedule issues will lead to individual employees being coerced into unacceptable work arrangements. This can be used as a bullying tactic.

In 2003 we agreed to let locals and their colleges enter an agreement on stand-by. None have done it to our knowledge. In 2005, we addressed the colleges' oversight on stand-by and introduced "on-call." This was a huge issue for us. To ask for more flexibility this round is ridiculous.

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This could allow the college to change working hours at a whim or unfairly allocate hours among the support staff. Management did not yet provide a rationale for this. We will keep you informed.

- *Family Day*

The EERC made a joint proposal to add this to the holidays mentioned in 10.1.

Language Clarification Issues

Please refer to Appendix A for details.

- *Article 2.3 Human Rights - incorporate changes to legislation*

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This is a response to a legislative change.

- *replace "Personnel" with "Human Resources" in Articles 11.3, 18.2.7, 18.3.1, 18.3.2, 18.3.3, and 18.6.3*

The union is looking into the impact of this change.

- *changes due to the implementation of the new job evaluation system*

Bargaining Dates

Your team will be at the table representing you on the following dates:

March 18, 19, 20
March 25, 26
April 8, 9
May 13, 14, 15
June 10, 11, 12
June 24, 25, 26
August 12, 13, 14
August 27, 28, 29, 30, 31
Sept. 1 (if necessary)

The union wants to ensure that all the proposed changes deal with the implementation of the new job evaluation system only and that there are not any changes proposed that disadvantage members.

- *Appendix E(i) Classification/Payband Matrix*

There are no classifications, so the classification/payband matrix is for historical purposes only

- *update list of Arbitrators in Article 18.7.2*

This is an item to keep the list of Arbitrators up to date and to include new arbitrators or replace current arbitrators.

Letters of Understanding

- *Letter of Understanding "Union Time-off" – delete*

- *Letter of Understanding "Extended Health Care Plan" - delete as details are published in the Benefits booklet*

- *Letter of Understanding "Drug Card" - delete as details are published in the Benefits Booklet*

The Union is researching these proposals.

Your team's goal is to enhance your rights, your job security, and the strength of your bargaining unit, not erode it beyond recognition. We'll keep you informed as the process unfolds. And, when necessary, we'll be asking for your support.

Approved for distribution:
Warren (Smokey) Thomas, President
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www.opseu.org and look for the button.**

