

## The ISSUE

College management has again elected to spread blatant and misleading statements in order to "muddy" the bargaining waters.



Don't be misguided by the "spin" management is putting out in its correspondence to you. Here are the facts you need to know.

## **Are new talks scheduled to end the dispute?**

No new talks have been scheduled as of today. The colleges say they are willing to negotiate but only if negotiations can be productive. We have informed the colleges twice – face-to-face and through the media – that we are willing to move on our proposals. The colleges' response has been they are simply not interested in resuming talks.

## **Is this offer by your bargaining team in line with other OPSEU and broader public sector settlements?**

When you look at the wage increases in the education sector, the average settlement in the education sector is 2 per cent annually (according to the July 2011, Ministry of Finance, Collective Bargaining Highlights). The University of Toronto staff just settled for a three-year contract with wage increases of 1.75 per cent, 2 per cent and 2.25 per cent, a signing bonus and some benefit improvements. Ryerson settled their contract for 8.5 per cent over 4 years with a \$150 signing bonus as well.

## **Management is saying that the union's proposals would add more costs than the colleges can afford. True or false?**

We are asking for a fair wage increase in line with the education sector. We have always been willing to negotiate to get a contract and management is well aware of that fact. We have told management negotiators, face-to-face and publicly, that our positions can be negotiated.

With regards to the additional leave time and the expenses incurred in that, our current proposal would cost each community college about \$21,000 per year.

## **Management claims part-time employment has not been part of the discussion by either the college or the union. True or false?**

False. The issue of part-time employment has been on the table since June 7. Problem is, management doesn't bother listening. We have not said that the colleges were replacing good full-time jobs with part-time ones. What we keep repeating to management is that we are concerned that they have not addressed our concerns regarding their practice of building a non-unionized disposable workforce that could replace us in the future. We have also discussed the accuracy of part-time lists provided to the union to enable us to try and convert part-time jobs into full-time ones.

Council's own numbers show that the number of full time support staff has grown 4.9 percent 2006-2010 and that part time support staff have grown 8.91 percent in that same time period.

## **Why does management claim they are not asking for concessions from employees or any item that would result in a two-tier employment conditions?**

The colleges have claimed that there are no concessions from employees. We believe the following items are, in fact, concessions to our contract:

### **Compressed work weeks**

This management proposal takes away the ability to have some control over your work schedule away. It takes away your ability to opt out of an agreement if your non-working situation changes. It does not provide a guarantee that with the changes to work hour scheduling your work day scheduling won't be changed. It introduces an inequity whereby some employees will be eligible for a compressed work week, while others won't be eligible.

### **Probationary periods**

Increasing the probationary periods from six months to 12 months, while not a concession to current employees directly, represents a concession to our future job security. It allows the colleges to hire temporary workers for a maximum of one year, then dismiss them without recourse

### **Limiting arbitrators powers**

This proposal from management removes the ability of arbitrators to waive grievance timelines. Combined with the proposal to limit the scheduling of grievances to arbitration to 90 days, the risk here is that a grievance you file may never be heard.

### **Flexible hours of work**

This proposal takes away your ability to opt out of a flexible hours of work agreement if your non-working circumstances change.

### **Initiatives/Opportunities**

If this proposal makes its way into our collective agreement, without an expiry date, it would allow the colleges to create temporary jobs lasting up to two years.

The strike is unfortunate for everyone. We want to return to the bargaining table. We have repeatedly told management that we will return and we will negotiate. That means that all of our proposals are on the table, open to movement.

It is a sad day when management makes unwarranted claims and spreads misleading information, as it has done in its correspondence with you.