

Management refuses to discuss faculty's top demands

The strike mandate vote held on September 14, 2017 was a critical step to urge management to return to the bargaining table with a different frame of mind. Thus far, the CAAT-A bargaining team has brought forth two proposals to the college bargaining team, outlining faculty's top demands.

Last spring, the union surveyed all professors, instructors, librarians, and counsellors across Ontario's 24 colleges regarding your needs and concerns. Based on your responses, the bargaining team created a list of priority demands and incorporated these demands into a proposal for management.

"Since bargaining started 10 weeks ago, management has ignored every single one of them. Hopefully this strike vote will be the incentive the colleges need to start negotiating for real."

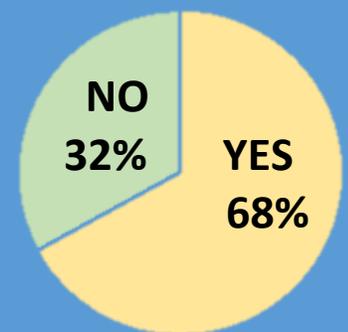
-J.P. Hornick, Chair, CAAT-A Bargaining Team

(a part of the ...) UNION'S PROPOSAL:

ACADEMIC FREEDOM AND INTELLECTUAL PROPERTY RIGHTS

- 13.03 Faculty members have the right, as individuals and as members of academic committees, to determine the following aspects of the courses they develop and teach: course outlines, content and materials, texts, grading schemes and evaluations, assigned grades, and method of course delivery.
- 13.04 Counselling faculty shall have the right to determine that the organization, delivery, and supervision of counselling services meets all applicable professional standards.
- 13.08 The employer shall not abridge academic freedom on any grounds, including claims of institutional autonomy.

PROVINCIAL STRIKE MANDATE VOTE RESULTS



- Fleming's results: 78% YES, 22% NO
- Collective agreement affects approximately 12,000 full-time and partial-load members
- Currently, there are no plans for a strike or a lockout
- The bargaining team has the authority to set a strike deadline with five (5) days' notice to the employer
- For more information: www.collegefaculty.org

GROUP INSURANCE – BRIDGING BENEFITS

26.05 D If an employee is re-employed within one year of the end of any contract, waiting periods for group insurance plans will be waived.

JOB SECURITY

26.09 A All partial-load employee contracts shall be for one academic year. All contracts shall be issued no later than 3 weeks prior to the start date on the contract. Certain emergency circumstances might justify contracts for different durations. All such exceptions must be agreed to the union local.

26.09 D Each academic year or equivalent (8 months) of on-the-job experience shall entitle the member to an additional step in salary schedule.

SENIORITY

26.09 E Seniority is retained for a period of three (3) years following the termination of the last contract, and will be posted according to Art. 27.04 A. Any member with seniority credits shall retain their rights under the collective agreement.

CANCELLATION FEE

26.10 A All partial-load employees shall receive a cancellation fee for work offered, whether written or verbal, if that work is subsequently cancelled by the employer.

26.10 C No contract may be cancelled before, on or after the first day of classes without full payment of the contract.

All clauses from this proposal were rejected by the management bargaining team on August 24, 2017.