

Which plan will make your college better?



| Colleges need: | Management's offer | Faculty's plan |
|---|--|---|
| Academic Freedom and Collegial Governance | <ul style="list-style-type: none"> ✗ No improvements | <ul style="list-style-type: none"> ✓ Provides faculty control over classrooms and evaluation. ✓ Creates Academic Senates based on successful model of Sheridan to ensure faculty can safeguard the quality of academic programs |
| Fair treatment of contract faculty | <ul style="list-style-type: none"> ✗ No improvements ✗ Delay changes to meet new requirements under Bill 148 and send them to an arbitrator, to argue for a "revenue-neutral" solution | <ul style="list-style-type: none"> ✓ Provides equal pay for equal work for ALL faculty ✓ Improves job security for partial-load faculty ✓ Builds a path to full-time jobs for contract faculty |
| Improved language on job security, complement, layoff and replacement/consideration | <ul style="list-style-type: none"> ✗ No improvements ✗ Extend Article 2 freeze, which means more full-time positions going unfilled and a further increase in precarious contract jobs | <ul style="list-style-type: none"> ✓ Ends the freeze on Article 2 so we can fight to save full-time jobs ✓ Creates a new complement ratio of 70 per cent full-time to 30 per cent contract, to give the stability needed to provide high-quality education for students |
| Improved treatment of librarians and counsellors | <ul style="list-style-type: none"> ✗ No improvements | <ul style="list-style-type: none"> ✓ Updates the counsellor definition to recognize the changing role and obligations ✓ Ensures a reasonable, written workload for librarians and counsellors, so they can support student success ✓ Gives all faculty access to workload monitoring group |

| Colleges need: | Management's offer | Faculty's plan |
|--|---|--|
| Changes to address workload and eliminate volunteerism | <ul style="list-style-type: none"> ✗ No improvements | <ul style="list-style-type: none"> ✓ Provides stronger workload protections for all faculty, whether full-time or contract ✓ Updates the workload formula to reflect the impact of the changing teaching environment, including the growth of online and hybrid/ blended courses |
| Improved salary grids and wages in relation to comparator groups | <ul style="list-style-type: none"> ✗ Management offer of less than 1.9% / year doesn't keep up with cost of living and fails to improve wages in relation to comparator groups | <ul style="list-style-type: none"> ✓ Salary increase of 2.25% / year to address cost-of-living increases and improve our position in relation to comparator groups ✓ Removal of lowest step, addition of new top step |
| Intellectual property rights | <ul style="list-style-type: none"> ✗ No improvements, continue to delay with further discussions in committee | <ul style="list-style-type: none"> ✓ Ensures faculty have intellectual property rights over materials and courses they create |
| Improved benefits | <ul style="list-style-type: none"> ✗ No improvements ✗ Addition of new mandatory employee-paid catastrophic drug plan | <ul style="list-style-type: none"> ✓ Improved benefits for all faculty, full-time and partial-load ✓ Add same option to opt-in to retiree life insurance that support and administrators have |
| Stronger language to improve union representation of workers | <ul style="list-style-type: none"> ✗ No improvements | <ul style="list-style-type: none"> ✓ Make changes to Article 32.09 to address the need for locals to be able to file union grievances to support members |
| Changes to prevent privatization, contracting-out and outsourcing of our members' work | <ul style="list-style-type: none"> ✗ No improvements ✗ Continue current limits on "direct" job losses that have not prevented privatization of work | <ul style="list-style-type: none"> ✓ Make improvements to ensure academic work is done by faculty ✓ Prevent the privatization or outsourcing of faculty jobs, including counselling |

At the September 14 strike vote, vote "YES" to give our bargaining team the strength to make our better plan a reality!