

# Negotiations News



**Bargaining news for OPSEU members in CAAT Academic**

**#14 January 30, 2006**

## **Workload is a quality education issue: The team needs your strike mandate**

On Feb. 17, 2004, faculty voted 74 per cent in support of a strike mandate. That faculty vote was for quality and for change to the workload formula.

On Feb. 7, 2006, faculty will be asked once again to vote in favour of a strike mandate. The 2004 vote produced a settlement. We cannot tell if this vote will have the same effect but it is clear that there will be no settlement without it.

Faculty understand that workload is a quality education issue. It was in the last round, and it is now.

In the last round, the union tabled demands for improvements to the workload formula. Management refused to move. Instead, management tabled workload concessions. As bargaining progressed, the union suggested that the workload issues be referred to a workload task force for study, with the results to be used in the next (current) round of negotiations.

Management was adamant they would never agree to a workload task force. Settlement was reached on March 2, 2004, just hours before the strike deadline. The Workload Task Force as proposed by the union was accepted.

The mandate of the Workload Task Force was to “discuss and examine...issues relating to the assignment of work to full-time faculty under Article 11”. Those issues to be examined included:

- “ time spent in preparation, evaluation and feedback, and complementary functions
- impact of e-learning and other alternative instructional modes
- impact of class size
- impact of total student numbers
- curriculum development
- professional development
- scheduling of teaching contact hours
- equitable assignment of workload to full-time faculty
- impact on full-time faculty workload resulting from the use of non full-time faculty
- impact of applied degrees
- workload assignments
- the Standard Workload Form”

The work of the Task Force was to form the basis for this round of negotiations on the quality and workload issues.

### **Sample ballot**

**I am in favour of a strike**

**I am not in favour of a strike**

# Task force results justify the union's proposals on workload

(from page 1)

The Task Force travelled to all colleges and heard the same message from faculty at every college: make improvements to the factors in the workload formula. The position of the current management bargaining committee? No improvements to the workload formula but, instead, averaging and other workload concessions.

Management's appointments to the Task Force included the chair of their 2004 bargaining committee, a finance vice-president, and the academic vice-president from the college with the highest student-teacher ratio in the system. Rather than follow the mandate of the Task Force, management representatives instead went on internet searches to try and find material that would justify workload concession demands.

The union stuck to the Task Force mandate. The union conducted a comprehensive workload survey and also had faculty at each college keep diaries of the specifics of their workloads. The data gathered justifies the union's current workload improvement proposals.

Faculty have stated over and over - in the Workload Task Force visits to the colleges, in the survey, and in proposals in the last two rounds of bargaining - that workload factor improvements are essential. Improvements to quality are essential. Bob Rae in his Report on Post-Secondary Education in Ontario identified serious quality deficits in the colleges. He linked these quality deficits directly to management's decade-long focus on fiscal efficiencies at the cost of educational quality. Workload formula improvements will address this quality deficit in a positive and effective manner.

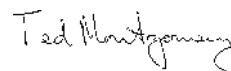
In response to Rae, the current provincial government of Dalton McGuinty has committed \$6.2 billion dollars to Ontario's post-secondary system through to 2009. The colleges will be receiving only the first portion of that financial commitment this year -- \$87.3 million in additional funding for the hiring of full-time faculty and other quality improvements.

Management's response to these overwhelming statements of need has been to ignore the Task Force college visits, to denigrate faculty by claiming they must have lied on the survey, and to adamantly refuse to negotiate real workload improvements.

The work of the Task Force is done. It has confirmed what faculty know. Quality depends on changes to the workload formula. Management needs to hear the message yet again. The strike vote on Feb. 7, 2006 sends that message. Vote in favour of the strike mandate.

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