



TO: CAAT Academic Faculty Members  
FROM: The Faculty Negotiating Team  
DATE: October 26, 2009  
RE: BULLETIN re *Contract Update* / Michener Settlement

---

Management at some colleges sent their negotiations newsletter dated October 23, 2009 to the faculty. It has several disturbing and inaccurate claims – one is of particular concern.

The newsletter references the contract settlement at the Michener Institute ratified just last week. Michener is a provincially-funded training institute for health care technicians and practitioners. The Colleges' bargaining newsletter notes that they settled for increases of 1% Sept. 1 2009, 1% Mar. 1 2010, and 2% each of the next two years. This is true, but not truthful, because it's not the whole truth. What the newsletter left out is most revealing.

Salary was not a big issue in the Michener negotiations. Workload was the key issue. There are 67 OPSEU members at Michener. They voted 97% in favour of a strike. Their strike deadline was October 16<sup>th</sup>. Their settlement was reached at 2:32 a.m. on October 16<sup>th</sup>.

Here are some of the highlights as set out by the Michener OPSEU negotiating team:

- **A reduction in workload averaging approximately 10%**
- **Staffing levels will increase through the creation of a new Faculty Progression Model, greater prep time and ratios, and**
- **New definition of Prep**

The employer has dedicated \$1 million to addressing workload issues and hiring new staff. Had the 65 faculty taken that money as wages, they would have received greater than a 5% increase each year.

- The factor for Established courses increases by 25%. The factor for New in Teaching B increases by 300%
- The time allotted for student assistance has increased from 3 to 4.5 hours per week
- The process for workload assignment process is more faculty-directed
- Faculty previously frozen below the maximum step will now be able to advance to the top with seniority

Michener is not one of our referent groups; nevertheless, the figures themselves are interesting, and even more so given that salary was not a priority for Michener faculty. Our College faculty salary maximum as of September 1, 2009 was \$1,113 ahead of the Michener maximum. If we were to accept the Colleges' current offer, by the end of the Michener deal, that salary differential would shrink to \$170. Of course, our loss against high schools and universities would be even greater. However, the point of this email is not salary but truthful communication.

Referent groups were jointly established to stabilize bargaining. The misrepresentation of the settlement at Michener is not only misleading, it was deceitful. Management's portrayal of the Michener deal as something other than what it really is – by withholding the full truth – destabilizes negotiations.

Ted Montgomery for the Bargaining Team