

## Humber Faculty Survey 2010

### Comments

#### Q4 - If you voted to ACCEPT management's offer, please identify your reasons for doing so:

- 1 I did not feel some of the issues were really ones that I experienced at the level the union portrayed. I also thought it was ridiculous of the union to proceed with a strike when the mandate was so weak. Why did you not listen and work out an agreement? You did not represent us well. As well the timing of a strike would do more harm to our reputation given the economic circumstances. I suggest the union and management deal with the real issue threatening quality education and that is the inadequate funding model used. For example, no government support of field placement and yet we are required to include in our programs with no funding....no wonder there is a problem.
- 2 Union seemed naive about the real costs of proposals, e.g., workload improvements cost money, since resulting extra sections need to be paid for and staffed, but union member from negotiating team stated that if system couldn't afford salary increase, we'd take workload improvements -- and refused to acknowledge there would be a cost. I did not think union was being realistic. I thought we had no hope of a negotiated settlement with this union team.
- 3 I felt like I was being used as a pawn in your game. I also felt like you were using the membership to correct that legislative change you missed in the last settlement.
- 4 As a partial-load instructor, I like what I do. My workload wouldn't even be permitted if I were full-time (200+ students in total; teaching 3 different courses for the first time), but no one is forcing me to do this...it's my decision and I'm not interested in being "protected."
- 5 I was not convinced that a strike would bring about a better offer, therefore it would only hurt me.
- 6 There was no impetus to settle. The government developed legislation designed to favour administration- that is where the real issue was- they would not have backed the faculty. Strike pay is insufficient. Workload would not be supported by the public or the government- the executive is tilting at windmills here. Humber's issues are not the same as across the province- we should decertify the union. We are large enough to have our own faculty union - similar in size to Guelph etc.
- 7 Was not happy with the communication presented by the union. It was haphazard with flyers arriving on my desk almost as an afterthought -- "Oh yeah, we just thought of another reason you should vote yes".
- 8 Improving the lot of the partial load people (which I am) seemed like a pipedream that would never happen. By voting to accept, I felt someone--the full time folks--would get something since the partial loads would not in this economic, deficit climate.
- 9 We are public servants, paid by a government that is \$26 billion in debt. The entire public service is going to be called on to make sacrifices as a result of the recession. Our sacrifices will be negligible compared to the private sector workers who lost their jobs because of it.
- 10 I vote not to accept. There is no room to fill out any comment on the previous question. I believe there is not enough time to inform the faculty again from the Union side about what the impact is before the second vote. The union only hands out the flier 2 days before the vote. It should have been on the first or second day after the voting date is known. The union may be underestimating the second vote called by the management.
- 11 For the dues I pay OPSEU I expect more than to be told not to trust my employer, to vote to strike and to reject an offer. A strike is unthinkable and I suggest it's the local --not the faculty -- that needs to adjust its thinking.
- 12 no valid issues that I could see

- 13 I teach at Humber College. I voted to accept management's offer because I am well treated by the college, I am well paid, I have fantastic students and a reasonable workload. I also voted in favour of the offer because, in my opinion, in difficult economic times when a lot of people are out of work, you don't go on strike for reasons such as "collegiality" -- whatever that means!
- 14 The only clear info I received was the package delivered to me by management before the vote. It is sad to think that It was management that finally came through with CLEAR and concise information. The rhetoric coming from the Union made it impossible to figure out what was going on.
- 15 The issues were not clear as presented by the union. Too much rhetoric rather than clarity.
- 16 I am partial load, so the workload issues would not affect me.
- 17 There was no reason to push the strike vote.
- 18 I will never recover what I would lose during a strike
- 19 Voted against.
- 20 It was a very fair offer.
- 21 Can't stand the 1930's union mentality, please take some classes offered at Humber about conflict resolution.
- 22 It was important to avoid a strike not just to avoid it, but because personally, I fundamentally do not believe that any educators should be able to strike. The students are the ones most hurt in many different ways. Also, given my experience to date, the issues did not justify it.
- 23 there is little in the negotiations for partial load - the last strike that was at the college meant that I went on strike for larger classes, less hours and more red tape while I watched the full time faculty in my department sit back and relax until retirement. The union also does not understand the idea of an effective business model - partial load instructors are an integral part of the faculty and are overlooked as being unnecessary by the full times. The union also never stopped to look at we do have - the cost of living is going up marginally while the union wanted to hold out for 7% - this was unprofessional and unnecessary.
- 24 I thought it was a fair offer, and the union failed to convince me otherwise.
- 25 Both parties management and union seemed to have forgotten the individuals (faculty) and were pursuing their own agendas. Does not inspire much faith for either group.
- 26 All other considerations aside, public sentiment see faculty as overpaid part-time workers with full-time salaries. A strike would have simply reinforced the opinion of most that we care more about less work for more money than we care about our students. I don't think anyone buys the "we are fighting for improved quality of education" line.
- 27 I couldn't get too bent out of shape about the proposals being made by management that seemed to be strongly opposed by union representation (the reasoning for which was not clear to me).
- 28 The union is out of touch with the membership. It should not be a case of the union informing the membership of the issues and how to vote, but the other way around. The union continues to pursue its own agenda, regardless of the wishes of the membership.
- 29 I felt that the outcomes of the last strike were bad (ie, why did we go out, what good did it do) with the chances of this strike being "useful" worse.
- 30 You are really out of touch with the realities for most partial load employees. Seniority would have been a disaster for me
- 31 I don't think a strike is the best way to have our needs met. I would like to think that there is an alternative that would not put the students in a tough situation.

- 32 The problem is SO BIG. Including the overall funding scheme of the Colleges. How much can really change? I do not want our choices to end up increasing tuition.
- 33 It was a reasonable offer.
- 34 What about the fact that the two sides were so close together?
- 35 did not feel that we could win given the lack of PR prep work done at the provincial level
- 36 I am new to teaching at the college level. I saw no significant benefit to the students, to myself, or to other full time faculty in going out on strike. I think the most significant benefit would have been to partial load, which I fully supported.
- 37 it was a fair deal in a time of recession and misery for many people
- 38 I felt it was a fair offer
- 39 Partial load to full time is a concern for me. I do not wish to strike. I already work 3 jobs so the workload is just silly. Many of us are already overworked - but it pays the bills.
- 40 This is not a reason, but I felt that in my union's eyes (maybe just my rep), there was never an option between striking and not. I found the language used in communications (even very early on) to be provocative and aggressive. This put me on the defensive from the beginning. I wanted a negotiated solution, not a fight.
- 41 Why do coordinators stay in position so long? Would we not get more buy in and collegiality if we rotated thru such positions? Then we would all get a salary enhancement (small but something). Also where does it say you don't get a chance at leadership? Some have been there so long in the job is the job not clear now. What are the coordinators doing? Seems like management to me. What does the associate dean do?
- 42 The important points were not summarized and appropriately conveyed...
- 43 I think the union went into "strike mode" way too fast.
- 44 Issues for partial load are never defended in a strike action, so being on strike would have no value.
- 45 Did not vote to accept offer
- 46 I would say "Due to the perceived poor timing of a possible strike" by the public and media. This was "very important to me" because I felt we were perceived as being greedy and not actually concerned with student welfare.
- 47 I don't think our demands were relevant or reasonable.
- 48 I was disappointed that union lowered salary increase demand from initial 4% to 2.5% so easily. Moreover - it was done without consulting the faculty! (There was no survey about that and no one from my department was asked for his/her opinion). To strike for 2.5% when the college was offering almost 2% was not reasonable. As professional engineer who joined the college staff recently I had to absorb more than 25% pay-cut. The same most likely happened to other professionals who were recently hired. Without proper level of salary increase we will never be able to recover. I would have definitely supported the strike if the union was more firm with their initial demands.
- 49 I was ashamed of the lack of professionalism in the tone and management of the entire colleges/management negotiation. A pox on both the parties. Invent and renew the process --- it doesn't work. A strike in 2010 hangs students out to dry and embarrassingly we know this. I won't be a party to this kind of approach. Negotiate binding arbitration --- welcome to modern labour/management relations.
- 50 I could not afford the strike. I am barely making enough now.
- 51 I only felt informed when I was sent the final package in the mail detailing everything. Before that I felt bombarded by rhetorical charged flyers that were offensive at times because of their cheap persuasive tactics! I would have voted differently with a more formal brochure of

- information from the beginning, instead of propaganda/flyers.
- 52 The issues were those of the executive and did not reflect the issues of the constituents.
- 53 did feel the benefits of a strike outweighed the negative consequences
- 54 Strikes are not the answer in an educational institute. The victims are the students and in the case of the last strike, also the faculty.
- 55 Did not feel that the union adequately represented my reality in their position with management.
- 56 I am comfortable with my job and the workload issue has not been an issue with me. I had trouble voting because it was supposedly an issue with other faculty and other colleges. I have not encountered other faculty at my college in which workload difficulties warranted a strike vote.
- 57 Based on the information provided, it seemed that there were adequate protections built in to the changes. I resent the wording of this question - it was not just "my" workload I was considering, but workload, in general. Also, you have biased the answers with these very "selfish" options and with "very important" and "important" but not more options moving down the scale. Do you really think that only those voting "reject" would have "concerns re workload issues" or "concerns re academic freedom"? Is it not possible that some of those who voted to accept the offer also had these concerns but resolved them in a different direction? This bias is what came through in the materials sent from the Union - rhetoric slanted to enhance your position without proper regard or respect for your constituency and their levels of intelligence to consider both sides carefully. Shame on you!
- 58 I felt the offer presented was fair. The reasons above indicate an inherent adversarial view that is present throughout all information given to faculty.
- 59 I did not feel that the concerns of the union reflected my daily experience at the college. I have always been treated with respect by my managers and have no concerns about a little more freedom to negotiate my workload. If the time came when I did feel that I was not being treated fairly, then I would reconsider my position in the future. I think the paranoia and mistrust behind the collective bargaining process does not serve us well as professionals. I recognize that not all colleges or departments may enjoy the same respect as I do, but I can only vote based on my experience.
- 60 Because I felt that their offer was fair.
- 61 The Union is a bunch of nutty out of touch Marxists who dont give a rats ass about education!
- 62 --I felt the union was not representing us properly and was biased and disrespectful (and confrontational with management--unprofessional)
- 63 I calculated that I would more than likely never make back what I lost in income if we went on strike, even if the proposed salary increases were accepted
- 64 What did we gain after 3 bitter-cold weeks out there in 2006? I felt that this time around, the union was pushing for a strike just for the sake of making trouble. And management wanted a strike to save some money. I think it's time to send Smokey and the negotiating team home.
- 65 Students have paid for a service that the union did not respect. If we are to go on strike, the union leadership needs to be sure that the issues are important enough to disrupt the lives and careers of our students. This was not apparent.
- 66 I never found a realistic "reason" presented by the union
- 67 Management needs to be enabled to grabble with complex issues of the global marketplace without being stifled by self-serving union negotiators who were not putting faculty interests first.
- 68 My first concern is for the students and this would have had a negative impact on their

education.

- 69 Two other reasons: There are a lot of second career students in my program. I really didn't want them to lose out if we went on strike. I am partial load and I need the pay cheque. My income is already varied enough as it is.
- 70 Management offer was fair and equitable for the most part; it certainly was NOT something worthy of strike action and the impact that would have had on the students and faculty.
- 71 I believe that "striking" (or threatening same) is an outmoded and counter-productive way in which to bargain. I also felt that the manner in which the Union attempted to garner our support insulted our intelligence and was far too polemic.
- 72 The understanding of the agreement works well within my school. There is a sense of trust and professional respect ... these are the operating principles that were lacking in all the information and negotiations. The process was shameful.
- 73 We went on strike for educational quality issues the last time, but no progress was made since. I think both sides needed to work harder to negotiate the issues.
- 74 As partial load, any benefits gained from a strike would be more than lost by having a strike.
- 75 I did not feel there was enough work done to bring the issues forward during the previous 3 years. I felt the union dropped the ball on the whole CCBA issue.
- 76 I thought that it was a fair offer.
- 77 I am retiring in five years so money does have real impact on my future. The money lost in a strike is never recouped.
- 78 The salary offer was very fair and the working conditions at Humber are excellent.
- 79 Damn good thing we did accept. Look what's happened. Wage freeze today in the Ontario budget. If we hadn't settled we would be frozen Smarten up OPSEU. This is a poor survey. More space for comments. If we had had a strike we would now be in the worst possible situation. No increase and no meaningful change in the workload situation. Pretty soon faculty will seriously consider decertification from OPSEU if more realistic CAAt Academic negotiating team members don't emerge. Look at St Lawrence college and see the future! Have a college system wide election for the bargaining team. Internet voting. It's possible and truly democratic. 100 college reps sitting in Toronto, all with the same point of view isn't democratic despite what OPSEU claims. I mean the current system of electing the bargaining team. Usually the same people every time. Reform the system or get out. A vote for all the members. Now I see there is enough space for comments. Sorry about the earlier comment. Get with the program and reduce our dues. This is the only way we're going to get increases after this contract runs out. Our strike fund will never be used. Give it back to the members.