

## Humber Faculty Survey 2010

### Comments

#### Q5 - If you voted to REJECT management's offer, please identify your reasons for doing so:

- 1 all of the above - also in principle - never accept management's offer
- 2 an imposed contract is NOT acceptable under any circumstances.
- 3 I still don't understand why partial load can vote. Their numbers outnumbered the faculty if not equal. Do they suffer the long term effect?
- 4 support for the union
- 5 I will never support a strike unless I know what it is for. A mail distribution before the strike from the Union is a great example. It spoke about the reasons for the last strike which were "classroom size." As far as I knew then (and I paid attention) That was what it was about. The mailing just before this vote that spoke about the last strike didn't even mention classroom size ??? Who should I trust? I walked the picket line for 3 weeks last time over classroom size and you seem to have forgotten that?
- 6 Management's offer laid the ground for eroding workload protections. The union should have attacked the claim that flexibility is "voluntary" by pointing out the pressure this created on all employees to work beyond SWF limits. The union should also have disclosed management's proposal to eliminate seniority and have pressed for public disclosure of management's proposals for management performance bonuses and then publicized this widely in the press to show that management's primary concern is not student learning, but benefiting from the corporatization of education.
- 7 We already have good input to the content and how students should be evaluated. I presume the question concerns re input to evaluation factors relates to teaching workload issues.
- 8 I felt that management was overstepping their bounds by forcing their terms on us. I wanted both sides to go back and continue discussions.
- 9 This was all about fighting a losing battle because once the union accepted the concept of Modified Workload, it was all downhill from there. I voted to reject to try to get this to binding arbitration, but I knew that wasn't going to happen. I guess I was relieved that my vote to reject was overridden by those accepting the contract.
- 10 OPSEU has failed to stop the erosion of the collective agreement, which is open for management to break, act in bad faith, all the while demanding that they can impose the agreement to the letter when it suits their purpose. The ratio of part time to full time professors is a glowing example. This failure on behalf of OPSEU undermines union support and it betters serves spineless professors to make side deals with management, they benefit more, while those of us who are vocal about having the collective agreement implemented are treated with disdain and suffer consequences, again OPSEU is powerless to do anything. I feel the whole "Strike Approach" was very flawed and may in the long run totally undermine OPSEU and we may end up with no union.
- 11 I know this is not the area to write this - but I would like to mention that I am fed-up with hearing constantly information which is disputed by either or both sides - who is lying and who is not????
- 12 Concern about student/faculty ratios
- 13 Solidarity
- 14 workload and class size that has not been addressed

- 15 I am very upset at the way the College Council handled the negotiations. They treated faculty in the most un-collegial manner possible. Furthermore their salary offers were insulting, especially in light of the province's strategy to attract much more international students. The Council had to be aware of this during negotiations.
- 16 Did not want to accept an offer that did not seem to be negotiated in good faith and that was seemingly imposed.
- 17 The process, management increased our salaries on November 13 before the union had a contract. I objected to the imposed settlement by management.
- 18 Nothing for counselors/librarians
- 19 Management's approach to the "negotiations" process. They forced us to yield to avoid a strike. Now they are in a position to impose "takeaways".
- 20 I did not know enough to vote but I had to trust that the Union's position was the right one.
- 21 My most serious concern was that the changes to the contract would have negative long term implications.
- 22 To help the union appear strong.
- 23 We avoided a strike this time but I think next time there will be one.
- 24 Trusted union's opinion.