

Humber Faculty Survey 2010

Comments

Q6 - What was the priority issue for you in this last round of negotiations?

- 1 Workload Grievances
- 2 Collegiality/workload
- 3 academic freedom
- 4 Being united
- 5 the immediate and the future-both
- 6 Oddly, I had difficulty assessing the priority.
- 7 wages
- 8 You are asking the wrong questions. I did not appreciate receiving literature that says vote no - don't tell me how to vote - tell me the issues in less confrontational language - I would like to see more program coordinator work load issues - in comparison to my full time colleagues my work load is far more for very little compensation - what was the last time that was dealt with?
- 9 Union seemed badly outplayed.
- 10 Workload and evaluation factors
- 11 Hoping the Union would be decertified because it obviously wasn't concerned about the membership.
- 12 Not going on strike.
- 13 workload and avoiding a strike
- 14 workload
- 15 Workload
- 16 Should have left the workload issue alone- the 2006 strike accomplished nothing as the task force results were not binding. Would have liked more of a salary increase. Get rid of the adversarial approach- doesn't work anymore.
- 17 Class sizes
- 18 Apart from salary, the most important issue was not addressed: overuse of contract faculty
- 19 Pro dev funding (including sabbatical)
- 20 Work load
- 21 Partial Load The creation of more permanent positions
- 22 Not screwing up the school year for my students, but that never really came up as an issue.
- 23 Salary
- 24 academic freedom
- 25 Avoid a strike.
- 26 The partial load just join the college has the right to vote!!! Why? The person who retires and now doing part time teaching has the right to vote. Why?
- 27 Compensation
- 28 I didn't have any issues beyond a reasonable pay bump.
- 29 Cannot afford to go on strike - need the money
- 30 voted only to support the union

- 31 The truth is it is always about money. Apparently we won during the last strike but my classroom size and workload hasn't changed. This time MY UNION LEADERS refused to address the issue that it was the NORTHERN colleges that were voting for a strike. When I asked about that I got the ' We stand as one' line. Northern colleges have a much lower cost of living and earn the same salary but the Union never addressed the disparity. Further, the initial strike vote was about 58% for. The union release stated that that was an Overwhelming Mandate???? I have news for you. You state stuff like that and then think that I am supposed to trust your judgment? Also the Union largely ignored the students in this whole process. We should never be so arrogant as to ignore who pays our salary. The students NEED TO BE PUT FIRST not just in a press release. So How else did the Union address or explain the situation to students? You left that to me to figure out. I resent that!
- 32 The situation for Partial Load instructors
- 33 classroom size
- 34 As a partial load member, a strike would have been financially ruinous. I had just gotten over the four-week layoff without pay over the holidays.
- 35 Getting a fair deal under these very difficult economic times. The management gave a fair offer. We would have been crazy to have rejected it!
- 36 Salary
- 37 not sure if it was salary or workload.
- 38 imposition of contract
- 39 always money
- 40 maintaining the SWF - workload
- 41 What do you mean by "last round"? Since the first vote? During the prior round, I was concerned about the college's imposed terms. Once a contract was offered, my main concern was alleviated. Since I have been satisfied with my workload and academic freedom thus far, and so are most of the colleagues in my department, I could not justify rejecting the college's offer. If circumstances change over the next few years, I will gladly reconsider my position. However, I do not feel comfortable basing my vote on hypothetical scenarios. I need tangible evidence.
- 42 Not to strike over small differences
- 43 Workload
- 44 The economy and recognizing that the majority of the public was undergoing economic hardship and couldn't understand why we still wanted more.
- 45 Salary. Always has been. Always will be. Workload is a bogus issue ...
- 46 fairer pay for part time faculty to cover some prep and marking time
- 47 to continue the school year with no disruptions
- 48 Salary
- 49 salary was the priority - they are constantly decreasing (net income). Management had increases of 6-46%, while offering to faculty increase below inflation rate.
- 50 Workload Issues
- 51 Workload.
- 52 workload issues and evaluation factors
- 53 Getting on with my job for which I am well compensated.
- 54 step increases

- 55 Work Load! Faculty closer to retiring may not have cared as much, but I have over a decade to go and am very concerned about the rising total number of students. For the last 5 years, with one term exception, I have had 200 students per term while my evaluation is officially 70% written including 4 to 5 page papers, and tests with essay answers. The number of students in my diploma courses recently rose from 40 to 44. I have no time for course development - the download of one course while teaching a new course for the first time, gives me no time prior to the first term of teaching to actually prepare the course in advance!
- 56 integration and acceptance of partial load faculty
- 57 Honesty and clarity in describing the issues
- 58 The union identified important issues - salary, workload, & security.
- 59 Partial load issues
- 60 Fairness with a recognition of reality of the current economic environment. With so many people in the general public out of work, taking lower wages or less hours, how does the union think they would support us? Also taking students as hostages is unethical behaviour.
- 61 Avoiding a strike. The last one was an expensive way to end up where we started.
- 62 reasonable financial settlement without strike
- 63 Maintaining (or improving) working conditions and faculty numbers. The environment now makes roll-backs inviting to the province, so why give them a chance to try roll-backs?
- 64 The fact that the College imposed conditions without acceptance from the union.
- 65 See answer to #4
- 66 partial load issues and parity with full time re: workload
- 67 leave the SWF alone!!!
- 68 Workload
- 69 The change to the workload for 20% of the faculty.
- 70 preserving the status quo.
- 71 See above. Union-busting tactics were not appreciated.
- 72 Workload
- 73 The lack of movement in negotiations with management and the imposition of contract terms with management refusing to put them to a vote in November
- 74 I'm happy with my situation. I don't need anything new from management. I'd like to see more opportunity for part-time and contract faculty.
- 75 First right of refusal on courses taught previously. It is the only thing that could provide any security. Otherwise, the collective agreement is just a nice thought with no teeth for a partial load faculty
- 76 Preventing management from "imposing" their contract with no input from the Union. This may lead to union busting!!
- 77 partial load issues.
- 78 Need for more full time faculty. Not enough rights for partial load. Whatever happened to part time people being part of a union?
- 79 Ensuring that students did not have their academic year interrupted.
- 80 Workload, freedom
- 81 partial load issues
- 82 I was concerned about workload issues.
- 83 Salary

- 84 same as last strike...work load
- 85 wage rates
- 86 academic freedom and input into evaluation factors
- 87 Workload and Insurance
- 88 Academic freedom
- 89 Workload
- 90 Trying to get the SWF preparation & evaluation factors improved. This was lost in all the academic freedom and modified workload "stuff". We lost our focus at a time when we lost much of the protections we had in the previous legislation. Our negotiating position was seriously reduced by the new act, but we kept soldering on as if we still had the old legislation in place.
- 91 not being on strike. Why the management team and the union team could not appear to be able to negotiate was baffling and frustrating.
- 92 Salary
- 93 Workload! As someone who has inherited horrendously developed courses, which most likely do not meet Ministry standards, I have no faith in "academic freedom" as being useful for students. I would support more accountability (read- less "academic freedom") from management on course material, delivery methods, and evaluation processes based upon sound pedagogical principles.
- 94 Academic freedom and respect, the salary issue was a red herring and totally lost us credibility.
- 95 helping my students and doing my job
- 96 The enforcement of the contract by the Colleges
- 97 workload issues and salary
- 98 Making sure we have a working contract and put us through the economic times
- 99 Modified workload
- 100 Partial load to full time.
- 101 Workload
- 102 Job Security
- 103 Management's lack of respect
- 104 Job security
- 105 Workload Attempts by management, knowing that support for a strike was weak due to the economic climate, to sneak changes into the agreement
- 106 salary and workload
- 107 I certainly didn't want a strike. I feel I am very well compensated for the work I do and I feel supported by management.
- 108 Partial Load and Salary
- 109 Seniority for partial load: not too much to expect, surely.
- 110 Salary & workload
- 111 My main concern was that the salary issues should not have been on the table. Taking this issue off the table would have sent a strong message to management and the public that college teachers are more seriously concerned about increasing class sizes, innovative but time-consuming modes of content delivery (online learning management tools), and academic freedom (a term which I felt wasn't defined as precisely as it could have been). I would have been more likely to vote for a strike if salary weren't an issue (and I should point out that I am relatively low on the salary grid compared to more senior faculty).

- 112 Workload
- 113 Avoiding a strike.
- 114 salary
- 115 salary no erosion of rights
- 116 Maintaining and improving the SWF factors.
- 117 Union busting via aggressive antidemocratic actions on the part of the Colleges, together with ignoring the results of the Workload Taskforce.
- 118 There were nonemaintain what was in the last agreementan increase to keep up with the cost of living.....and put into place the results of the report which we went on strike for 4 years ago
- 119 Workload and time for Professional Development
- 120 Workload was the main concern and it did not get addressed so it will be the main concern again during the next round.
- 121 not having a strike. This union is too anti-management for the year 2010. It is time we had some people there who really want to lead.
- 122 I believe in and agree with the priorities that were on the table; however, I was very disappointed by the conduct of the negotiating teams. Based on what I heard (not firsthand), the union team did not properly assess the impact of the new legislation and approached negotiations with a very brash and antagonistic attitude. I hate that there exists such a strong negative attitude between the two sides and that both sides cannot negotiate with maturity and integrity, using an interest-based approach instead of a "DEMAND" approach.
- 123 Working conditions - focus on bums in seats instead of quality education
- 124 Protecting the work load formula (modified work load) Will we ever make up for lost ground in this contract?
- 125 partial load
- 126 work load and imposed contract (not negotiated)
- 127 None
- 128 Full coverage for LTD Free Parking Fair salary increase based on economic conditions
- 129 Impacts on students' learning resulting from a strike.
- 130 Partial-load security
- 131 An economic and fact-based reality check. It is obscene how many out-of-work people there are that would kill for jobs like ours: no matter how tentative.
- 132 workload
- 133 workload and class size
- 134 A reasonable wage increase i.e. at least keeping with inflation. Also concerned with a 4 year contract (way too long)
- 135 We have a good thing going, the salary and workload are just fine.
- 136 The complete and utter lack of professional respect from the Colleges. The arbitrary "take-it or leave it" approach. The imposition of their last offer.
- 137 using binding arbitration
- 138 loss of academic freedom, having to account for what we do in our non-teaching times, salary (it's always an issue to try to get closer to university salaries.)
- 139 Partial Load benefits and the union's theft of union dues from part time faculty whose interests are not represented by the union.
- 140 The process of the negotiations

- 141 Reasonable settlement (2%) and acknowledgment of the need to for new full time hires.
142 workload
143 Workload issues
144 not to strike
145 workload
146 The combination of issues that allows us as faculty more say in the quality of the education being delivered by Humber to its students.
147 Lack of input and regard for professional judgment. Felt railroaded and lied to. I was very upset about having to console the students when they received erroneous and fear mongering letters that had nothing to do with the issues at hand.
148 workload and quality of education are always my main concerns
149 No issue in particular, other than a reasonable offer.
150 Salary
151 The fact the colleges unilaterally handed down a contract with little to no visible presence in negotiations. I have great difficulty with the messages coming from HR re both the expense of the mail out and the fact that both sides seemed to be at different meetings.
152 workload and loss of SWF
153 Partial Load issues and Workload issues
154 workload
155 --salary increase that is fair and equitable --workload that is fair and equitable
156 It felt wrong to be asking for more money in this economy when many people are without jobs
157 I want some security for part-time and partial load instructors. I believe that our issues would have been sacrificed at the very first opportunity to appease the full-timer's requests. I believe our issues are always the first to be removed or ignored.
158 The priority to me is the number of part time faculty vs. the number of full time faculty. More full time faculty need to be hired.
159 I want to work
160 workload
161 Get a contract and quit having such an adversarial relationship with management. The other priority was for the union to have a reality check and realize that a strike at any time is holding the students as hostages. It is even more evident that the union is completely out of touch with the public "sympathy" for us - in this economy we are lucky to have jobs, period.
162 workload (counsellors, librarians)
163 salary and increase in benefits...well overdue
164 workload issues -- added workload outside of classroom time
165 Peace.
166 benefits
167 Workload, class scheduling, academic freedom. collegiality
168 Updating the SWF formula to cover increased workload. Wondering why Modified Workload ever got into the negotiations!!
169 limiting workload
170 Workload
171 lack truthfulness on the part of the union
172 Work load and evaluation.

- 173 Partial load hours
- 174 Truth - from both sides lacking - Honest effort to negotiate a reasonable contract - both negotiators appeared to be grandstanding- it was NOT about them or at least should not have been
- 175 collegiality
- 176 I had no issue. I was happy with management's original offer. The union has made no improvements to my workplace and I see no value in having a union whatsoever. I'd much prefer to negotiate my own contracts as I did for the first 15 years of my successful corporate career.
- 177 workload
- 178 Nothing really. I think the union and management have a working relationship and, through the process of negotiations, have come to a contract that most are happy with.
- 179 workload and quality of education
- 180 workload and academic freedom
- 181 Workload
- 182 The lack of a shared vision and understanding regarding the funding formula under which we ALL must operate - union and management. The current funding formula needs change - no matter what the terms of the agreement are - the funding formula as it stands is inadequate. Do we not have changing this formula as a common goal - both union and management? Then why oh why were our leaders not capable of working together on this issue. The Provincial government officials must have had a field day watching as we self destructed each other!
- 183 Work load
- 184 Salary Academic freedom Partial load issues
- 185 not yet hired
- 186 Increasing class sizes and workload; trying always to do more with less; the fear of what modified workload will do in these areas
- 187 Flexibility in working terms. Union rules prevent me from teaching more hours. This directly impacts my revenue. The issues have zero impact on my situation.
- 188 The issue that management now had the means to make changes without consultation. The fact that grievance mechanisms were suspended lent the possibility of great abuse.
- 189 I feared that the union bargaining power had weakened with the recent changes in the legislation. I do feel angry that the membership was not informed or engaged in lobbying to keep the law from being changed
- 190 Very concerned about the use of imposed terms and feel a more timely response was warranted.
- 191 That students and faculty are the only losers when a strike is called. Perhaps all stakeholders should lose pay - including union and college administration - to achieve successful and expedient negotiation results.
- 192 Salary
- 193 partial load issues
- 194 Workload issues and input into evaluation factors
- 195 Not feeling represented by the union
- 196 Salary, Increase in benefit coverage (dental).
- 197 workload
- 198 Workload formula. Lack of contract.

- 199 get a settlement without a strike
- 200 Our benefits are of extreme importance and each year we seem to lose more, over the past two decades we have given enough. I don't understand why retirees have to pay for their benefits.
- 201 Job Security going forward
- 202 Salary. Workload. Academic Freedom.
- 203 workload issues
- 204 Collegiality -- respect.
- 205 Partial Load Issues
- 206 workload
- 207 More full time positions being offered to ensure a better quality of education for the students.
- 208 Money
- 209 Mostly feared the increased number of students in class and the interference of management into the academic decisions
- 210 Realistic negotiations, not pie in the sky!
- 211 Not striking