

## Humber Faculty Survey 2010

### Comments

#### Q8 - If you could deliver a message to each of the groups below, what would it be?

	Our local executive	Our negotiating team	OPSEU	Humber College	College negotiating team	The provincial government
1		Be more inclusive (PL), don't be so elitist, get the publicity campaign going earlier (It was too little too late)	get organized earlier and don't hold back on support			Don't side with management so much. Show some concern for employees (ie workers)- you're just like the Harris gov't in that respect
2	Question 7 could be broken up: status-seniority		everything seemed too little too late			
3	Ask for faculty opinions first, less aggressive tone in messages	Ask for faculty opinions first, less aggressive tone in messages	Ask for faculty opinions first, less aggressive tone in messages	Avoid strike situations	Ask for faculty opinions first, less aggressive tone in messages - avoid strike at all	
4		work with the media, union members, and government	work with the media, union members, and government		work with the media, union members, and government	
5	get help delivering the messages you seemed to be reacting rather than driving the process	communicate often-clearly -in balanced manner	better output	more small discussions-	need to be more visible	not sound to dismantle the unions
6					always be aware of the larger picture	
7	Learn how to communicate clearly and with a sense of presence			The decision to not strike does not mean the members accept an agreement without negotiation		
8						publish the changes in the Act when they are proposed, not after the fact. These were not really 'negotiations'
9	Respect the opinion of majority = majority did not want a strike. Better communication about benefits and more notice for meetings - remember many of us are in the classroom and so one meeting in middle of work day at Lakeshore not enough	LISTEN and respect the wishes	LISTEN and represent all not just a few	I enjoy working at Humber and appreciate the support received by management	LISTEN and respect the wishes	Fund education properly

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	to allow us to attend if we want to attend					
10			Get off your ass and begin a process now.	Don't gloat	Demand more form the union	Legislation was very one sided
11		Get real and see what it costs to run a college. Try to balance a budget.				
12	Resign	Resign	Wake up and read stuff instead of gloating.	Nothing	Resign	Nothing
13	Make better contact with partial load employees -- many didn't know they could vote		Make better contact with partial load employees -- many didn't know they could vote. Allow for voting at another college than the one you teach -- it's unlikely that partial load employees will travel to vote is vote held on days when not working.			
14					support your faculty	support Ontario colleges
15	More concern needs to be shown for day to day issues			Needs to more concerned about quality of programs, not numbers of students		
16	You need to represent us better and listen to the membership better.	Your concerns are not relevant to Humber's issues.	Your approach is completely obsolete.			
17		Pay attention to the results of the vote	Hire a communications firm to clearly communicate your message	Pay attention to the results of the vote		Pay attention to the results of the vote
18	Given their numbers, the interests of contract faculty need to be given much more weight	No idea, since I did not see the negotiating materials	Given their numbers, the interests of contract faculty need to be given much more weight	There should be no more than 15% of faculty part-time; others should be converted to full-time immediately	No idea, since I did not see the negotiating materials	Given their numbers, the interests of contract faculty need to be given much more weight
19	no comment	Get a real job and see how long you will last. You get paid too much in union fees for the poor performance shown.	Get a real job and see how long you all will last.	Look after your staff.	Not a comment	Fire all the union executives- and they can return our union fees.
20				We spend hundreds of thousands of dollars on new computers Every Academic Year! We rush to spend as much of the budget money as we can! Why not put this money into personal and professional support of new and existing staff?		

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21	please be more aware of the grass roots issues	more consultation	get a life	faculty are a key resource	see OPSEU	more funding please
22		Do not put us in a strike position-I fully expected a return to "Rae Days"				thank you for a raise
23	Don't dissemble about likelihood of better partial load environment	You did what you could.	I was proud of the union.	The partial loads deserve more.	Good job with what you had.	If education is the future in the province, it's time to benefit the college's instructors more.
24	I thought you did an excellent job of keeping people informed, but perhaps more information sessions would be useful. I was shocked at how uninformed some of my coworkers were in E140.					
25	Sorry to be snarky. You're just doing your job.	Cooperation, not confrontation please. Enough of the tiresome rhetoric. It's 2010, not 1923.	You need to do a better job of justifying the dues I pay to you. So far it's a grade F.	Push for individual bargaining units for individual colleges. A system-wide CBA makes no sense anymore. And I'm tired of being held hostage by dysfunctional institutions with toxic labour relations.	Do not allow the contract renewal process to be resolved through brinkmanship. Start the process earlier.	One size no longer fits all. Clearly there are colleges in the system that have issues that cannot be adequately addressed in a single collective agreement for all 26 colleges. It is a legacy of an out-dated community-college mentality. Today's colleges are too specialized and focused for a blanket agreement. They are not extensions of high school any more.
26	Play the media game with management			We have enough double talk with management - KISS		
27	A major Canadian magazine just voted college teaching to be the third most favourable profession in terms of salary and job openings. In this economy, why are we wanting to make a stink about our jobs?	A major Canadian magazine just voted college teaching to be the third most favourable profession in terms of salary and job openings. In this economy, why are we wanting to make a stink about our jobs?	A major Canadian magazine just voted college teaching to be the third most favourable profession in terms of salary and job openings. In this economy, why are we wanting to make a stink about our jobs?	Thanks for the support through all these negotiations.	Thanks for the support through all these negotiations.	Thanks for the support through all these negotiations.
28	have the sense of urgency. Matter can get worst.	inform the local to be prepare for something that may not be expected	I thought the union is all for full time. Even the retired member teaching part time can vote			
29	Be more forthcoming with information	If you think the law is wrong, go to court; don't ask me to strike. Use that huge cash reserve to fix the situation.	It's not 1975. There's always an option. If the law is being improperly applied as you maintain, go get it fixed.	This is a great place to work.	Thanks for pushing for a vote.	Appropriate ministers should get involved earlier to ensure students do not have their education disrupted. Act like

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						this matters. If changes in labour law intended for manufacturing are being applied to this sector as OPSEU claims, fix the law and clarify.
30	Focus on the issues for Humber faculty, not the provincial focus.		Need to reestablish the respect and faith of the faculty.	Use the surpluses to invest in faculty more than buildings.	The emails and council updates were insulting and only further pushed me to reject the offer. Every communication from Deb McCarthy I considered an insult to the negotiating process and an attempt to break the union.	
31	Stop sending emails with demeaning cartoons and inaccurate information - this is unprofessional	Every negotiation should be approached with respect, and with a focus on finding a mutually satisfactory solution			I would have liked to have received more information on the rationale for your offer	
32	Too distant. Appear Disinterested in Equity and Diversity	Communicate in partnership.	Stop being Top-down			
33	not representing the majority of faculty choices	way off base in these times	need to develop a more advanced mind set			colleges and universities need greater financial controls
34	Humber teachers voted 60% in favour of the offer and I feel the local executive was not listening to the rank and file.	Humber voted 60% in favour of management's offer and it seems the negotiating team was not listening to the rank and file. As a partial load teacher (by choice), I resented that one of your positions was to reduce the number of part time jobs like mine. The proposal to pay partial load teachers for marking time is too expensive and doesn't make sense because my pay scale covers my marking time.	As a happy, Humber teacher with great students and feel that I almost went on strike because of problems at other Colleges -- ie province wide bargaining.	Well done.	Nicely played...and thanks for sending the offer directly to the teachers.	None
35		I think I heard overwhelmingly from faculty that salary was not an issue, still the negotiating team pushed salary as a point of disagreement. We should have ensure that the modified workload was taken care of properly.				

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36	BE clear and honest and answer the tuff question honestly - not using union rhetoric.	What is the difference between this negotiating team and the college team? More confusion!	They should try and teach for a while - I don't think they have a clue - Keep them out of it.	If you're taking about management - They did a great job! That is why they won the vote!	Is this not our negotiating team ??? I am confused - again!	I have some advice but I don't trust it would be delivered adequately and without rhetoric so I will not pass it on! P.S> I did not see the word anonymous anywhere. It should be. I do not give you permission to identify my answers with myself, My email etc. I tried to express my concerns via email during the strike but received no useful info in return. It is a bit late to ask for it now? This will happen again in another year or so unless
37	You could have done far more to reach out to students, who were completely ignorant of almost everything to do with the situation.	I felt you were very flippant and unprofessional in your discussions with us on campus. If you went into negotiations with such and "us" vs "them" attitude, it was no wonder how it turned out.				
38	we trust you but don' simply tow the part line	don't use incomprehensible rhetoric	stick with the issues in this negotiation, not general union issues	needs to send a message to the other colleges that this is not a victory for the colleges	be aware that many people who accepted the contract this time around may not the next time around unless there are changes	much much more money for education
39	Stop sending out threatening letters (garnishing our wages if we cross the picket line) and acting in a dictatorial fashion. You lost many supporters by your actions. Many of us now have a very negative view of the executives here at Humber. No trust or faith in this executive.	You do not adequately represent us...You are out of touch with reality of our times..You should not have moved to a strike vote. DO NOT move to a strike vote in the next round of negotiations as the faculty will once again accept management's offer	Your views do not represent the majority of faculty at Humber...many faculty want to get rid of the hardliners who no longer share or understand our views on our working conditions. This union has out dated approaches ...remove the strike option.	Humber has always been very supportive of the faculty members	I feel that they gave a us a fair offer due to the current economic climate	nothing!
40	have more frequent contact - meet to listen only	communicate key messages - don't dump multiple emails	have a communication plan	offer me a chance to talk to the president, one-on-one or in a small group	have a communication plan	give colleges more money to prepare the new workforce
41	To all - partial-load needs to be better represented. we are treated like second class citizens and management uses fear to control partial					

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	load and p/t employees. It is unthinkable what we live through. Most of us teach because we love the occupation and students in spite of the treatment we receive from management. We should have our basic human rights respected instead of being told that we are disposable (actual quote from our associate Dean).					
42	Please note: I couldn't help but to think there was some 'fear mongering" on the part of the union. In one memo placed in my mailbox, one of the reasons for rejecting management's offer read "no SWFs"; this gave me the impression I would lose my SWF. I had to dig and research to find out that was not true.	Please note: I couldn't help but to think there was some 'fear mongering" on the part of the union. In one memo placed in my mailbox, one of the reasons for rejecting management's offer read "no SWFs"; this gave me the impression I would lose my SWF. I had to dig and research to find out that was not true.	Please note: I couldn't help but to think there was some 'fear mongering" on the part of the union. In one memo placed in my mailbox, one of the reasons for rejecting management's offer read "no SWFs"; this gave me the impression I would lose my SWF. I had to dig and research to find out that was not true.	Please note: I couldn't help but to think there was some 'fear mongering" on the part of the union. In one memo placed in my mailbox, one of the reasons for rejecting management's offer read "no SWFs"; this gave me the impression I would lose my SWF. I had to dig and research to find out that was not true.	Please note: I couldn't help but to think there was some 'fear mongering" on the part of the union. In one memo placed in my mailbox, one of the reasons for rejecting management's offer read "no SWFs"; this gave me the impression I would lose my SWF. I had to dig and research to find out that was not true.	Please note: I couldn't help but to think there was some 'fear mongering" on the part of the union. In one memo placed in my mailbox, one of the reasons for rejecting management's offer read "no SWFs"; this gave me the impression I would lose my SWF. I had to dig and research to find out that was not true.
43	Become more visible particularly with new faculty	avoid rhetoric				education costs money-fund it like you mean it
44	why is my partial load interest always on the back burner					make strikes in the public sector illegal
45	What management stated was different than the union - who to believe?	What management stated was different than the union - who to believe?	What management stated was different than the union - who to believe?	What management stated was different than the union - who to believe?	What management stated was different than the union - who to believe?	
46	I am hesitant to speak my mind for fear of being perceived not on board the union message	as above		Do not provoke the union by imposing a settlement.	as above	
47	Be prepared to respond to misinformation.	"	"	Beware local management leading the charge. Stay out of it.		
48	We need to take the economy into consideration and not automatically go for a strike every 4 years!!	We need to take the economy into consideration and not go out on strike for small issues	We need to take the economy into consideration and not go out on strike for small issues.	We were not happy with the contract but voted for the offer only so that we would not have to go out on strike	We were not happy with the contract but voted for the offer only so that we would not have to go out on strike.	We were not happy with the offer but voted for the offer only so that we would not have to go out on strike.
49	You did the best you could given your position	Resign. All you need to resign. We need a new team.	Get focused. I don't mind paying my dues so long as you are focused ...	I like working here	Resign. All you need to resign. The college system was not well served by your approach.	You were surprisingly disciplined in your approach to this situation. Which is surprising actually.
50	pay attention to the partial load and part time workers	focus on real issues like salary	pay attention to the partial load and part time and don't			

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			spend so much time on non-issues like workload and academic freedom			
51	you did what you could/had to do under the circumstances	retire and bring in negotiators who want to do a deal and get on with the school year				
52	I understand the role of unions, however, I did not appreciate the confrontational language in which most of the union's messages were conveyed.		Too many colleges bargaining together - too many different issues and experiences within each college	Work to make sure there is consistency in how agreements and contracts are carried out within the college		
53	Be more transparent with all issues. I never want to think that the union is manipulating information. I would like to receive facts, like the management did by sending all members the actual offer.	Same as above	Same as above		Same as above	I don't believe negotiations need to go to the "final hour." Can there be some sort of system set up to have an arbitrator step in prior at a determined deadline (before the school year is in progress)?
54						Stop this nonsense of computerized (as opposed to in-class) courses
55	be more clear on what the issues were, i didn't know about the averaging in workload until after the strike vote. There was no mention that this was an issue or it was very unclear. The only issue that stuck out was salary increase and academic freedom...but no one could even tell us what was entailed for academic freedom		Better message sent out to the public for support. The messages on radio etc, were very weak and vague/general. Didn't know what you were fighting for, sounded like you were only holding out for more money and nothing else (ie, nothing about averaging etc). Again, no one knew what part of academic freedom you were fighting for, you just kept throwing that word around			
56			Go on strike when there's an election looming on the horizon and when the government is not experiencing a major deficit.			
57	greater dissemination of information earlier in the negotiation process				why ignore many of the recommendations accepted unanimously after the last strike? Appears to be bad faith.	
58		Leave well enough alone				

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59		concentrate on the salaries not workload				
60	Please do not assume Humber will 'respect' faculty work load issues. In my department, a great deal of volunteer work is already requested and given worries about the stability poor performance of the OPSEU leadership, it is only sensible to do what management asks as self-protection. Do more to get out the word about management bonus structure - it reveals that academic decisions are made according to corporate demands, not leaning demands.	The unions need to develop new communications techniques and move away from the heavy handed and failing threats of the past. The issues favour faculty, but the union failed to make the case.	Ditto.	Faculty need time for course development and staying current with our disciplines. When faculty are current with their disciplines they can be more creative in the classroom, students will be more satisfied, and by measuring that satisfaction, we can market Humber as a place with great teachers!	Please think of Faculty more than a cost center. Our special knowledge, teaching skill, and enthusiasm for our student's success heart of Humber's value!	
61	you need to work in a private sector job to understand the meaning of job security and cost of living better	you have never spoken for me	for 5 years I have been paying dues and in 5 years, this is the first opportunity you have given me to voice an opinion where I did not have to chase someone down or knock on a locked door	thank you for the opportunity to continue to work in a passionate industry	the contract put on the table is loaded for full time faculty and does not adequately discuss the issues for partial load	there are better ways the money spent on the contracts and negotiations could have been spent - scholarships, cost effective housing, job retraining
62	Please be more specific - with actual examples, specific to Humber - of how faculty is being treated unfairly in the current situation or with the offer as presented.	Same as above, but if necessary, with examples drawn from other colleges.				
63	Listen to your membership, not the province	get real!	get rid of the we versus them mentality	Listen to your faculty. You did not "win" a huge majority.	Stop the paranoid approach. Somebody has to be fair and just; why not you?	Don't make us a scapegoat to prove a new direction in managing public sector members.
64	listen to Humber faculty instead of being OPSEU lapdogs.	Quit and let someone with more integrity take over	we don't need a union like OPSEU. A Humber faculty association would better serve our needs.	see above. I have no problem with management.	did they do anything except pass on the OPSEU rhetoric?	outlaw strikes by college faculty. they are an outmoded way of accomplishing nothing.
65	explain why and how the opposed proposals were so strongly opposed	explain why and how the opposed proposals were so strongly opposed	explain why and how the opposed proposals were so strongly opposed		explain why and how the opposed proposals were so strongly opposed	
66	Thank you for doing a rather thankless job.	Please know the feelings of members before going into bargaining.	Belligerent language may not be the best choice.	We're doing well--but cutbacks in staff will not make for better performance.	Thank you for being involved.	Remember that public service is a service to the public that is an important part of keeping this place civilized.
67			all levels of the union need to			

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			reassess their role in order to represent, not manipulate, the membership.			
68	keep us informed	keep the SWF a viable tool	be politically astute	remember where your strength is :The teacher	Have any of you ever been in front of a class?	what I tell my kid: spend wisely
69	Your message did not convince enough people	Your communication is terrible. Too rigid	You FAIL us again.	Talk about luck. A lousy contract is in place again for 3 more years. Less emphasis on Polytechnique	More communication is needed	Stop treating us like a poor second cousin to the Universities
70	Please respond to my emailed questions, I respond to your requests	You appear to have significantly dropped the ball and lost touch with the membership. Your communication skills with the general public and members are woefully lacking and appear based on concepts in vogue decades ago.	What the heck happened in 2008 and why didn't you inform me about the situation in time for me to re-act against the changes?	Good reading of the situation, I hope the celebration party was appropriate for the scale of the win.		At some point you need to realize that removing local rights whether at colleges or municipalities is a degradation of the fundamentals of democracy. Are you all as bullheaded as Smitherman?
71	Represent Humber faculty - not OPSEU	Get real.	Piss off and allow Colleges to form their own faculty associations	Good work, keep it up.	Represent Humber faculty, not OPSEU bargaining team	Good luck.
72	be less "militant"	don't assume that all of the issues are clear		address the issues of workload and partial load faculty		fund to appropriately staff for growing enrolment
73	Some schools at Humber have a good working relationship with admin. When relationships are described in a way which do not reflect our circumstances, you are not going to get our support.	Pick a few issues and negotiate them; a long list is unrealistic - you had everything in there except the kitchen sink	Same message as to the negotiating team	Fix the issues in the schools where there are poorer relationships between faculty and admin - if you have to get rid of admin to do, then get rid of them. We need more communication from the top on what is going on and more ability to bring issues forward and feel they are being heard and being dealt with. It is hard to accept restraint on faculty salaries when you have expanded admin as much as you have over the past 5 years - and admin are entitled to raises far and above what faculty are entitled to. We do most of the work - you are there to ensure that we have the resources to teach our students. You should be paying attention to how	obviously too many negotiators	get rid of management being able to impose a contract OR if you keep this in the legislation then add that they must be prepared to take it to a vote thereby using up their one vote option. This would encourage management to ensure their offer was the best possible before drawing a line in the sand. Pay attention to the administrative salaries and raises and how many administrators there are in the colleges. Humber has been on a hiring binge in administration over the past 5 years paid for by partial load faculty. This is not good for students.

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				administrative positions in the schools are filled. In the Business School they are not being posted - they are being filled by favouritism - this is unconscionable (Avril Carnovale being placed as acting assoc. dean while Tracy Ryder was on two maternity leaves and then remaining as a fifth associate Dean when Tracy returned - this new AD position should have been posted, Wanda filling in for Diane Simpson, Guillermo Acosta filling in for Wanda as Director of CE. And now the rumour is that these 'hand-picked' individuals will remain in these 'acting roles' this entire process is very unfair to faculty who are interested in gaining admin experience.		
74	The union needs to make itself relevant to its members.	The money request was foolish and greedy.	This is not a province-wide problem. Certain schools need help so that we don't all get pulled down by their problems.	This is not a province-wide problem. Certain schools need help so that we don't all get pulled down by their problems.	The imposition strategy was insulting.	This is not a province-wide problem. Certain schools need help so that we don't all get pulled down by their problems.
75	Not sure what you really can do but clearly I was never asked what my situation was, only told what I should think.	You actually had little idea what you were doing although I do not know if that was your fault. I am sure that the issues you decided to fight for were important on some campuses, but they were not on ours. Don't set up indefensible positions and quit engaging in "pissing" contests	Split the damn union up - you obviously had multiple constituencies and could not provide for them at the same time. There is no power in size, that's a false assumption. Union and unity come from the same root. There is no union if you cannot reach unity. Confrontative negotiation strategies are out of date.	Treat all employees with respect. Practice the Human Resource strategies and practices that we teach to the students.	You could have saved everyone a great deal of trouble if you used principle centered negotiations. You were heavy handed and brutish and were only lucky this time because we didn't get angry enough to strike on principle (but it was close) Quit engaging in "pissing" contests	If you really value post secondary education, help to make it work. Don't just dump things and say "We want it so now it's your problem." If you have a college wide system, then run it as a system or give it more freedom.
76	Well done.	Should of been tougher and listened to what issues were important to members.	Not sure what they really did to help as the public dislikes those 4 letters.	Crooks - it's all about them taking huge raises!!	More guidance as to what they should of been bargaining for.	Useless as ever!!
77				Hire people who have Humber teaching seniority for full time positions first		more funding for more full time positions.
78	Find out what the faculty		Stop sending such biased info			

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	really think.		to the membership.			
79	define the differences between the sides clearly	write more clearly and provide analysis of positions	they are irrelevant	provide analysis of positions and point of view	write more clearly and provide analysis of positions	they are irrelevant
80	must inform on an ongoing bases the partial load teacher	educate the partial load teachers	educate the partial load/my going on the last strike was for nothing	Stop lying/ stop playing politics with your faculty	partial load teacher, partial load teachers...clear info	thanks for bill 90/ we will never have strike again
81	have no complaints	did a poor job of communicating to faculty and esp the public at large	ditto re above	both management and local union need to talk to their respective provincial counterparts and inform them that they have to behave in a more professional manner	you should not take the positive vote as an endorsement of the contract	the colleges feed more funds if they are going to take on more students
82	have active URL and update it as often as you can					
83				Keep us informed year round	all open for information	
84	Stop being afraid of making things worse. They are worse.		Push for a forensic audit of the colleges. Get the message to the public more aggressively.	Stop thinking in terms of selling diplomas.	Stop thinking only of short term gain. You are shooting yourselves in the foot.	Quality education deserves better than you've been offering..
85	Emails too simple and did not focus on the issues we were concerned with	Too pro-strike. Seemed like that's all you wanted.				Step-in with regards to workload and lack of salary to reflect this
86	Stop being so safe and polite. Sometimes you have to take off the gloves. Managers do it all the time and we just react in our polite way while teachers are run through the mill.	Time for some new blood. This isn't working any more as the results clearly show. You are splitting the Northern and Metro colleges by trying to negotiate too many issues with too little importance to the majority of faculty. Keep it simple. WORKLOAD, SALARY, BENEFITS, JOB SECURITY.	Pay more attention to one of the founding groups, college faculty. We know OPSEU has expanded, but we feel we are sometimes an afterthought.	Nothing much to say here, but please stop saying you need more classrooms to accommodate students, when what you really need are more full time teachers.	What a laugh. All they do is say no to anything and everything. I was willing to go on strike just to shut them up.	??????? Who knows what they're thinking, certainly nothing good given the new legislation and no union for the part timers. Just Harris philosophy in Liberal sheep's clothing.
87	ok	what the fuck? Do you people know what you are doing?	what the fuck? Do you people know what you are doing?	don't know	what the fuck? Do you people know what you are doing?	don't know
88	Be more accessible	Keep up the good work		we get 2% and your administrators get over 15%???? - Something's wrong!!!	Keep the spirits high	Get your priorities straight!!!!
89	Your communication was fine. I would have liked more opportunity to discuss issues- more times, the two information sessions conflicted for me.	I think you were outplayed. I supported you in the beginning, I perceived you as being dishonest with us, I was very angry at the threatening email you sent out, and I really hope that next time you are more			I felt angry at the processes you used. I have little faith that you have the interests of either the faculty or the students in your hearts.	Do you support education or not?

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		successful in achieving what we want and need.				
90	You need more help	Good bye - time for new people with new ideas that actually work	Step up and protect us by demanding that the collective agreement be adhered to by management, otherwise why have a union at all	\$20 million profits are shameful considering the serious decline in the quality of education being delivered. The college has lost its way and the students are no longer the main focus, it is about "Profit" Shame on you	You represented your masters well and you could barely mask your disdain for quality education as it impedes your ability to make even more profit.	Enough with the lies, you do not support education and have opened the door for even further erosion of workers' rights, welcome to the new third world.
91	listen to members	stop trying to sell us your vision and pay attention to the larger world	get a life! Where were you when the new legislation was brought in? Why was membership so ill-informed?	Humber has been an exemplary employer. Please keep it up!	?	Is the new legislation any good? Will it do good? I don't know.
92	There should be other alternatives than to strike. This threat was dangled in our faces throughout.	Look for other alternatives besides striking.	Look for other alternatives besides striking. It is damaging.		Stay at the bargaining table as long as it takes to hammer out an agreement. You walked away too early too many times.	Relook at the changes that were made to the CBA. They just about drove us into a strike.
93			No militant rhetoric in communications. As a professional academic, I found the union's choice of language in communications to be insulting.			
94	Keep talking with us about issues on a continual basis. Avoid the cartoons depicting the college as idiots.	Keep the communication at set times/dates so that we can know when to expect updates		Thank you for not slamming the union and supporting the staff to take a look at the issues	Listen to the concerns from the teachers, as Ontario needs to keep quality education as an export to foreign students	Thank you for understanding that education is key to this work world and going forward.
95	good job			I question Deb McCarthy's personal comments through the HR E mails	Would be good to have a team with a current involvement with the colleges.	Back up government sponsored studies.
96	We're lucky to work where we do					
97	Negotiate in good faith - focus on salary and jobs.	Negotiate in good faith - focus on salary and jobs.	Negotiate in good faith - focus on salary and jobs.	Negotiate in good faith - focus on salary and jobs.	Negotiate in good faith - focus on salary and jobs.	Negotiate in good faith - focus on salary and jobs.
98	You did a fantastic job - thanks for your work!!!!	a bit strident	?	?	Tone down the rhetoric - treat us with more respect.	Take the education process seriously - not just buildings
99	Greater clarity is needed in articulating the issues.					
100	stop presenting as if tired and bored and nothing will change at Humber. investigate the coordinator positions too management not supporting faculty	get on board with how to reach your brothers and sisters. become more strategic	get a team who has tactics and strategies to support locals	You are becoming more a university and don't want to pay for it. Update the coordinator position getting to be too much of a management position. What % of raise did management	more upbeat, communicating, having a presence, strategic	stop advertising colleges as not being part university

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				give themselves? What about the board - what are they making?		
101	You were not focused on the right issues or had no influence on the team	You were not focused and poorly organized	You failed	You took advantage of a poorly organized (fat cat) union	You failed by not being appropriately prepared and focused - I think you should resign	You are smarter than I thought
102	Offer information from well informed labour lawyers, not blogs from disgruntled faculty.	A strike is a last ditch option, not something that happens every five or six years.	same as above.	Don't overuse part-time and partial load.	same as above	Set up a system where contracts AUTOMATICALLY have to go into binding arbitration a few months BEFORE they expire so none of this bullshit happens in the future. Thanks.
103				Higher more partial load for full time	Maintain our salary level	Maintain or help to better our education
104	I would have voted for the strike except for the email received just before the vote which detailed all my issues. I have heard from other partial load union members that this struck as highly insulting. Partial load workers have never had such attention at any other negotiation, but this time, because the vote was so close, someone decided to target the partial load union members to push up the strike vote numbers. Partial Load workers are not so slow. This tactic is very transparent. It's an insult that the only time partial load workers really matter to deserve such an appeal is if the vote to strike is close. Partial Load workers only matter to bolster the needs of the permanent class. Partial Load workers live with that every working day and find it highly inconsiderate to have it rubbed in at negotiation time when a long history proves that partial load workload, seniority and compensation	It would be great to prove that you did care about partial load workers even if they aren't powerful within the union. They don't have a voice because having a voice means losing one's job. It would be nice to have the team recognize that as unacceptable and a priority in negotiation. Seniority wouldn't cost that much and it would mean hundreds of dedicated partial load workers could live with some dignity.	It would be great to prove that you did care about partial load workers even if they aren't powerful within the union. They don't have a voice because having a voice means losing one's job. It would be nice to have the team recognize that as unacceptable and a priority in negotiation. Seniority wouldn't cost that much and it would mean hundreds of dedicated partial load workers could live with some dignity.	It would be great to prove that you did care about partial load workers even if they aren't powerful within the union. They don't have a voice because having a voice means losing one's job. It would be nice to have the team recognize that as unacceptable and a priority in negotiation. Seniority wouldn't cost that much and it would mean hundreds of dedicated partial load workers could live with some dignity.	It would be great to prove that you did care about partial load workers even if they aren't powerful within the union. They don't have a voice because having a voice means losing one's job. It would be nice to have the team recognize that as unacceptable and a priority in negotiation. Seniority wouldn't cost that much and it would mean hundreds of dedicated partial load workers could live with some dignity.	I wish Dalton McGinty was married to a partial load worker because then some justice would be served, as the elementary teachers have had their issues better addressed.

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	mean nothing to the union except in empty words.					
105	Listen to the members - it was obvious early in the game that the local executive was not in tune with the local membership.	Tone down the rhetoric! Find new paths to less confrontational negotiations. The process, as it now stands is sad and counterproductive.	College faculty are tired of the constant bickering between union and management.		Grow up, stop playing games, and get off the "control everything" kick. Trust your employees more. Deal with faculty in a more respectful way. Can the labour lawyers, they're not serving you well.	
106	Clearer, simpler	Hold the line	Don't let negotiations drag on	The old boy's club offends me	Explain the issues better	Fund the colleges better and let partial load join the union
107	We probably have a better work environment than perhaps some other colleges. But I really don't know what other college faculty are experiencing.	You picked the wrong issues. They are not relevant to most of us.	Fees are far too high for the services provided.	Great employer.		Need to play a greater leadership role to bring parties together to avert strike action. Everyone loses when there is a strike.
108	Need more succinct communications, outlining/comparing key issues.	Need to simply and clearly communicate to the public what the issues really are, in a format that they will understand. In future effort must be made to "market" our position - such as through full page ads in the newspaper. If necessary get professional help on this. The public has no sympathy when we say the issue is "workload". To them we already get a lot of time off and should not be complaining.		Thanks for the timely clear messages from Deb McCarthy. In future, I don't think the President should be sending detailed messages to the students with the details of salary etc. This was very unprofessional.		
109		go for the money next time		try negotiating for a change		everyone has the right to organize
110	I believe Humber management got a free ride and that the local didn't make the accountable enough for what was going on. The vote seems to indicate this too, "Humber management are OK" Well anyone who has the full weight of Humber management come down on them knows better and the local needs to bang away at that a bit more.	Wake up and smell 2010! It is the Facebook era and 1980s tactics and posturing is doomed to failure.	Maybe trying to everything to everyone and can't be anything to us. The whole part-time campaign that forced the new legislation seems to have withered on the vine... with the loss of much of the full timers protections with it.	What can I say, big top down, management heavy machine that gives only lip service to the most important asset, teachers.... ready to impose their terms and happy to let the strike happen... same old, same old, not likely to ever change, so let's keep the SWF strong!	They were are smart enough to defeat our negotiating team this time and maybe last time, too, by getting Modified Workload into contract language, so they do need any more advice from me!	They're pretty smart too, and let the Council and whatever will replace it do their dirty work.... smart. eh!

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111	We rock! (but room for improvement, notably in outreach)	Ted isn't the most popular guy in the room.	Go to your room and think things over. You are not supporting your locals when we need your help.	Huge credibility gap between PR about who you are ("big happy family") and the managerial realities encountered by faculty.	Played your cards well in the union busting game, but we're on to you.	You're a bunch of wusses, and you haven't got your priorities straight and the students may end up paying the highest price.
112	Keep up the great work	Only allow fulltime faculty to vote		Hire another 300 Professors		
113						need better funding to support teachers
114	keep up the good work	need to listen to what we are saying	need to develop a different style of negotiating. We are Academics and should be negotiating in an academic framework	Live up to the Agreement and don't always argue about every concern or question every line in the Collective Agreement	negotiate without the Lawyer who leads you by the nose.	provide more funding for Academics and the classroom now
115			Grow up	You run a good ship	Thanks for reading the mood and forcing a strike. The right to work should supersede any right of a union, and 50% is not enough of a majority to take that away.	Education has to be a priority or our province's productivity and ultimately quality of life will suffer.
116		See answer to Question 6				
117	Get information out faster - especially Myth/Fact sheets to counteract misinformation by managers	Better anticipate management strategies and counter them early on	Get some decent press coverage well in advance so that members feel supported	Stop gloating over what is essentially a highly divisive outcome	Focus less on strategy to defeat the union and more on quality education	Change the law so that collective bargaining is supported not undermined
118	Members can no longer sit back and expect the negotiating team to act alone. Members must be more involved, we must be more militant.	Members can no longer sit back and expect the negotiating team to act alone. Members must be more involved, we must be more militant.	Lobby to fix bill 90 i.e remove managements right to impose settlements, return the ban on scabbing.		Next time get a strike mandate immediately. Involve membership more.	Fix bill 90 to remove management's right to impose settlements, return the ban on scabbing.
119		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.	I agree with the judge statement that salaries of college professors should be between high school and university levels. However since most of the high school teachers are paid from the top bracket (it takes 10 years to reach top level) and most of college teachers not (it takes approx. 20 years to get it) using maximum high school salary and maximum university salary is not proper. I think median salaries should be used.		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. To be able to attract true professionals to teaching positions, the salaries should be geared with average salaries of the professions.	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. To be able to attract true professionals to teaching positions, the salaries should be geared with average salaries of the professions.

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120	Please send info that clearly outlines the issues instead of giving us whiney infighting about the negotiations. It sounded too much like "He said, she said"					
121	this was not the time to go for more money you should have stuck to work load	you told us money was not the issue then continued to negotiate for more money	work load not money	you will not get away with this again	don't get too smug another day is coming	
122	Negotiate in good faith	Negotiate in good faith	Talk with management	Talk with the union	Negotiate in good faith	Get involved
123		A complete change in the team is needed		Focus on Humber Needs		
124	You are not relevant	You are not relevant	You are not relevant		You are not relevant	
125	See #4 above	See #4 above	See #4 above	See #4 above	See #4 above	Legislate binding arbitration -- - as inmates in this asylum neither the colleges nor the management will introduce or accept it. We are enablers of our own disease.
126	The public thinks strikes are tremendously unfair to students	Many of us can't afford to live through a strike	Many of us don't earn enough to have savings for a strike	Work with your faculty instead of mistrusting them	Negotiate working conditions as agreed at the last contract	Require the colleges to negotiate working conditions as agreed during the last contract.
127			Look around you ... does the climate indicate a strike?	People count more than dollars and the bottom line.		
128	Communicate much earlier, and more often. Emphasize the effect issues will have on our live, not Union jargon	Consider tactics other than strikes, such as work to rule (solves the workload problem!) or giving every student the same grade, such as 80. Striking has no impact on management.	Need better PR to staff, students and the public, starting MUCH earlier - Sept of contract year, not at the last minute	increasing workload is destructive to staff, students, and the college's reputation	Deal with the workload issue	More funding is essential
129	Listen to what the membership wants.	Don't dangle "strike" as a weapon-insist on negotiations. Let's for once try a work-to-rule campaign before threatening with a strike.	Listen to what the membership wants.	Use other methods to disseminate information--not strictly email.	Come to the face-to-face meetings and explain the wording in the proposed contract.	
130	Less propaganda/flyers	More physical presence--no idea what you even look like	Think about the partial loaders	Benefits for sessional loads please	Benefits for sessional loads please	Benefits for sessional loads please
131	explore ways of working on issues within a collaborative framework rather than a adversarial dance	same as above	same as above	same as above	same as above	same as above
132	You need to focus on full-time employees. Too preoccupied with partial load.	The issues you decided to fight over did not reflect what was important to me.	I resent being placed in a situation to lose income based on the interests of some			

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			faculty in other colleges.			
133	know your members,	make sure you know the issues and do a better job representing your members	recognize the time, stop acting blue collar worker like you represent professionals.			
134	please do not ask faculty to distribute union material to students					
135	I am as confused as you are. I don't understand why our faculty lack backbone.	I was impressed with the negotiators that talked at our local meetings. I think you need to manage public relations more proactively.	The biggest fear, I think, was the lack of public support for a strike. The public needed to be mobilized much earlier so that there was pressure on the Colleges, not on the faculty. You need to publicize the salary levels and salary increases of the College Administration and the College Council members. You need to publicize the lack of business experience that the members of the College Council have (if appropriate).	I am sorely disappointed that Humber College did not make any kind of a stand for it's people (the faculty). Without us, you are nothing.	I think you did your best, but the faculty were scared of a strike and the lack of public support for a strike. (Maybe it's because we have a lot of new, young faculty who have recently come off of being partial-load and are thankful for a full-time job)	I am sorely disappointed that you let this mess happen. Without qualified and motivated faculty all your plans don't mean a thing.
136	You need to better listen to the members that you represent	Understand that general rules don't fit the majority of teaching areas.	It is time for a serious change in the way OPSEU is run.	Push the province to deliver financial transfer info with unions help.	Remember that we all want to and enjoy teaching.	Listen to the colleges and fix the funding formula and payment cycle
137	Really try to encourage a wider cross-section of faculty to attend meetings and encourage real brainstorming that is "outside the box."	Be more creative in our demands / offers & really encourage and take into consideration untraditional demands.	Pay closer attention to relevant legislation (why were faculty not informed about the potential implications of the new legislation?) and seek to educate both faculty and the public about the rationale for our demands.	Don't give in to the pressure to institute a top-down approach to pedagogical decision-making. Insist that your Associate-Deans and Deans truly collaborate with faculty.	Don't try to undermine the union as this is in no one's interest. Try to WORK with the union.	Enact new legislation (yes, again!) that requires binding arbitration to take effect if negotiations do not result in a new contract by the time the old contract expires.
138	job well done	good work despite difficult times		even though not in collective agreement to implement need to do so in good faith the results of the working group that came out of the last settlement.		Ontario spent all that money on working to a resolution of workload issues and thn were put in place in the new agreement. A waste of time and money. Government should have stepped up to the plate to ensure that the issues were covered.
139	Need to understand the issues better - point-form, detailed information bulletins (less hype, more info)	academic freedom, workload flexibility and salary are key issues for me		One of the reasons I left private practice was because of work flexibility and academic freedom; if that is gone, then I being here is much less attractive (since I	see my comments for "Humber College"	College professors put in a lot of time, dedication and effort in being excellent teachers; we also bring excellent credentials to our jobs (much more so than in the past, I

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				took a huge drop in pay to be here)		believe.) We are here because we enjoy teaching, and we like the flexibility that this position brings to our work lives. Many university professors are more interested in research than teaching - teaching is sometimes a necessary evil for some of them. We actually want to teach, and have much less support - no teaching assistants, much less pay. Why is our work - which is focused entirely on producing a highly skilled workforce - valued less than those in university? Do graduates from university contribute less to society and to the economy than college graduates? If not, we should be paid the same as university professors, or at least, have funding for teaching assistants. You get what you pay for - so if you want to improve the quality of the workforce, you need to improve the pay and conditions for those who educate the work force.
140	Get in touch with your membership before eleventh hour discussions!	Consider the level of intelligence you are being asked to represent.	Revisit your interest in representing faculty-your blue collar tactics seem rather ineffectual and insulting.	Live up to your commitments to improve faculty relations, resolve key issues and please provide more information on your positions and rationale.	They call it negotiating for reason--If you don't know how, LEARN or find someone who can!	thy name is not Pontius Pilate-Get involved in a meaningful and conscientious way.
141	More direct contact with faculty - small meetings where issues could be discussed and the implications of various scenarios better articulated	Better communication with members - better communication with the media and public - be more in touch with the pulse of members and the wider community - do a better job of explaining concerns to students and the public	- use resources for research and communication of issues			Advocate for the needs of post secondary students and clearly inform them about the reality of what is happening in the colleges
142	More frequent communication; print info is	You dropped the ball on the workload piece; by making it	See comment for the negotiating team.	Stay out of it!	Nothing to say...propaganda and fear-mongering are often	Lots of new money for 20,000 more student spaces, eh??

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	important	an all or nothing acceptance of the report, you let management control the agenda. In these times, people were scared to death of a strike and no one at your level seemed to get that. You should have cherry-picked the workload report, been far more realistic about salary demands and more fully explained and acted against the advantages that the changes to the Act have given management			successful.	Too bad you don't have the infrastructure and the dedicated, faculty to meet those students' needs.
143	doing a good job but need to acknowledge that conditions at Humber may be better than other colleges	more consideration of the fact that college employees endured recession better than other employee groups and that this was not the time to be striking.	this was not the time to be striking when government debt is high.	did not appreciate the almost immediate updates from HR when negotiations broke down indicating that the desire to negotiate was not there.	the desire to negotiate was questionable. Perception that the decision for final offer was made prior to negotiating.	Indicate support for recent settlement and a willingness to work to address outstanding issues from 2006 strike.
144	Not in favour of strikes					
145	need to be on top of OPSEU, faster distribution of results	get a new one - particularly the chair	get off your butt and start to do some effective PR, grabbing media attention, to start giving us what we pay for		Totally unfair, evoking the law and imposing their offer was beyond the pale	same as college negotiating team - they are not distinct entities
146	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	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 "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	1. You were "asleep at the job" when you let the government pass the legislation in Summer 2009. Why were we not informed properly? Why did you not try to prevent those legislative changes? You did not act in our best interests. 2. 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"	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	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	

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	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!	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!	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!	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!	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!	
147	Assume work	Great work	Good try		Great try	Didn't support the issue of quality education. Shame on you!
148	The union does not speak on my behalf	There is no room for other voices,	Same as above	I feel the College treats employees with fairness and respect	I was glad to have the opportunity to vote.	
149	thanks for your work	thanks for your work	see through the part-time/sessional campaign--how about some political advocacy	shame	shame	more funding for education
150	Keep communicating, like with this survey	Change tactics	Use your influence	The business of Humber is education	Negotiate	Walk the talk
151	The members who I spoke to did not understand the issues and focused on the letter that the students showed them. They were afraid to lose their jobs in this market.	I am not clear about what they actually did - sorry, I did attempt to stay informed.	Put more resources into CAAT.	We need people to teach the students in order for them to blossom and reach their potential. This is not factory, and this is the approach in my opinion that is being tried out.	Let us deal with the facts and if need be go to arb. stop using the students and preying upon people's fears versus facts. We can respectfully disagree.	Get involved. The students are paying too much, we are doing more work with less resources and way more obstacles.
152						more funding for post secondary education
153	Put more effort into educating newer/younger faculty about the importance of the union before we are in a 'crisis' situation. Stop killing trees with paper information overload!					
154	We need to be better		We need to be more	No issues.		Education should be a priority

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	informed.		reasonable and realistic.			and paid and as such.
155	Resign		Dump the Union	We love you!		
156	Present in a more prepared and professional manner					
157	good job - but I do not believe that the majority of the faculty really understood what we were losing by simply accepting the mandated offer			I am worried that too many faculty are not really concerned about the implications of letting the administration get away with their heavy handed approach and we will have little if any power to change...		
158	Speak directly to partial load employees	Work harder to deliver a clear message to faculty	Never lose touch with the faculty	Partial load employees need better treatment		
159	--get a clue	--get a bigger clue	--your organization is corrupt and needs a major overhaul	--thanks for working fairly and respectfully		
160	Strikes are bad news for everyone involved, especially the students	Strikes are bad news for everyone involved, especially the students	Strikes are bad news for everyone involved, especially the students	Strikes are bad news for everyone involved, especially the students	Strikes are bad news for everyone involved, especially the students	Binding arbitration is a good thing to avoid a strike
161	Less rhetoric, more objective information					
162	no more strikes	good job - we got a contract	get in touch with reality - no more strikes	awesome place to work, and we are well paid	good job - we got a contract	if you are starting new programs, we need more money for equipment and student's needs
163	Make the message simple			Negotiate with our union - do not impose terms		
164	please be open to listening to the constituents, hire someone to market or write the messages in a way that grabs the attention of the weary	worked hard, thank you for all that you have done	IS a strong union, let's not let lose sight of the power we have, many members are of the opinion that this collective is powerless	is filled with many new hires, who don't have the benefit of knowing the history, it's easy to be complacent	works very hard and it is often thankless work, please accept our thanks	college education needs to be protected, it is so valued by stakeholders (attendees & employers), yet gov't is constantly watering down the quality
165	Thanks for all your hard work	please be straight with us, don't do the "tell the membership what we want management to hear" message - relay the information without any agenda	see above -	get more involved, if	unsure of what they do....	education.....hello??!!
166			Change negotiating team.			More funding for Technology programs. Are we giving up on being an industrialized country/province?
167	Give us information that is "straight goods". Everything gets "spun" either by the	Why weren't we better prepared for management to play this hand. Why didn't the	Is OPSEU trying to be too many things to too many different groups?			Where were you?

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	union or by management.	team predict this strategy and prepare for it?				
168	I want a separate local for my college.	Why do you feel the need to strike every contract?		Great working environment	Get in touch with our local, not the other college's issues.	
169	Be tougher, less willing to go along with OPSEU and management. Take more of a public stand on Humber issues	Time for a new one with 2010 ideas. This one lives in the past and the results show it (modified workload should never have been discussed, and that was the problem this time around.	Pay more attention to CAAT or be replaced by a union who will.	To late to fix this place, especially with the present president VP academic. Not progressive enough for a modern institution	They did their job very well and we were outsmarted at every turn.	Too much on their plate and too little talent to deal with it. They do what they wish and get re-elected in spite of it.
170	Your written explanation why you were voting against the offer was the only clear one I received.	I have no idea if you did a good job or not.	Totally out of touch. We are not factory workers. Some of us have Phds. Speak to us as professionals, not in slogans.		I have no idea if you did a good job or not.	Why did you change the rules about bargaining?
171	Workload issues are important	Workload issues are important	Workload issues are important	Workload issues are important	Workload issues are important	Workload issues are important
172		Better understand membership's needs	Better understand membership's needs			
173	don't think that we're not well informed	be realistic	stop being self serving...you represent us not the reverse			we do not need to be unionized
174	Identify individuals who are vulnerable and educate them regarding the benefits of the union and issue involved in the negotiations. You can identify such individuals from their date of joining the union.	Very few members have met the negotiators. They could meet or phone members randomly to convince them that they have the concern of members at heart.	Educate the citizens on the need and positive role of union.	Evidence of deteriorations in the quality of educations is not clear only to the decision makers at the college. Let the managers recognize the rapid pace at which this phenomenon is progressing.	Same as above.	Study how the public education system crumbled in jurisdictions where the governments cut back on spending on educators; they will find many .
175	Partial load employees need more hours. We need to be able to earn a good living.	You need to pay more attention to your partial load staff. We need to know that you are negotiating to make sure they cannot reduce/cap our hours and prevent us from making a good living. I have seen my hours reduced from 16 plus, to 14 to 12 and now to 9. Extremely discouraging. The last strike did nothing for Partial Load staff.	Partial load needs to be important aspect of negotiations	Don't put a limit on our partial load hours it prevents us from earning a good living. Some of us have committed to making this our career (don't have other jobs outside of Humber) and we really do put a lot of time and effort to make sure our students are getting a good education.		
176	Listen to HUMBER faculty	please give the job to people who remember there are students involved too	Perhaps you are not the right group to represent academic group	truth, fairness, transparency, admin needs to abandon one-upmanship	This is about people not widgets - a new non confrontational approach with people invested in the college system not political hacks	You can't get quality effort from people you don't value
177	You did a very poor job of	Very weak negotiators, who	Strike mandate was	Thank you for your patience	Thank you for a successful	You should step in and not

	<b>Our local executive</b>	<b>Our negotiating team</b>	<b>OPSEU</b>	<b>Humber College</b>	<b>College negotiating team</b>	<b>The provincial government</b>
	representing faculty. You were not on our side at all, and I think you should leave.	did not listen to their constituents. Confrontational and unreasonable.	paramount and you did not listen to reason.	and co-operation and for navigating us through a tense time with timely and accurate information.	outcome.	allow educators to ever strike!
178	Don't speak in hyperbole. The language used by both sides was not believable, always sounding like posturing, and made it EXTREMELY difficult to know who to believe or what to do. I think most people voted on their gut because they didn't really know WHAT to believe. Speaking in hyperbole alienates those you are speaking to.		Don't speak in hyperbole. The language used by both sides was not believable, always sounding like posturing, and made it EXTREMELY difficult to know who to believe or what to do. I think most people voted on their gut because they didn't really know WHAT to believe. Speaking in hyperbole alienates those you are speaking to.	Don't speak in hyperbole. The language used by both sides was not believable, always sounding like posturing, and made it EXTREMELY difficult to know who to believe or what to do. I think most people voted on their gut because they didn't really know WHAT to believe. Speaking in hyperbole alienates those you are speaking to.		
179		You are not doing a good job; you are arguing from a position, which invites power struggles.	There needs to be a way to negotiate a settlement without the threat of strike action	For the most part, I think the strike results speaks to the strength of the management team at Humber	You are not doing a good job; you are also negotiating from a position, instead of any collaborative effort whatsoever. We need a new negotiating process that does NOT include ridiculous lawyers.	Colleges require a way to have binding arbitration instead of threat of strike action
180	decent work, under the circumstances	negotiate based upon issues, not personalities	Grow up.	-	negotiate based upon issues, not personalities	-
181	Trust?	Trust?	Do you really represent me?	Trust?	Trust?	Wake up and recognize the stress and inadequacy of the current funding formula.
182		One of three members who visited the campus actually seemed capable of dealing with the complexity and pressure of bargaining. I don't mean to be unappreciative, but I was alarmed and unimpressed	Flat-footed when it counted. The college team always seemed two steps ahead and to be controlling the debate about the major issues in this round of talks. The website launched towards before the forced rat vote was great, but too little too late.			
183	Focus on factors to improve education quality			Focus on quality of education		
184	Please treat us more like children (I'm serious), and give us simplified pamphlets saying things like "5 reasons to vote no" earlier in the process, followed up with more detailed, careful, longer		The silence around the legislative changes that made all of this possible are infuriating, inexcusable. How do you think you're serving us if we don't get mobilized to act except when our			

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	explanations. Please help us to mobilize by school, as the issues for English teachers are markedly different from issues for other groups.		particular contract is up?			
185			You do not represent my interests.			
186	It would be better if potential abuses within the lack of collective agreement were spelled out specifically and simply. Do not assume that the membership speaks the in crowd language of OPSEU and immediately grasps the likely effect of potential management abuses. Please spell it out early and often.	It would be better if potential abuses within the lack of collective agreement were spelled out specifically and simply. Do not assume that the membership speaks the in crowd language of OPSEU and immediately grasps the likely effect of potential management abuses. Please spell it out early and often.	It would be better if potential abuses within the lack of collective agreement were spelled out specifically and simply. Do not assume that the membership speaks the in crowd language of OPSEU and immediately grasps the likely effect of potential management abuses. Please spell it out early and often.			
187	imposing the terms of the final offer was not acceptable	imposing the terms of the final offer was not acceptable	a timely response to the imposing of terms was critical	quality of education is suffering with fewer full time and more part time staff	quality of education is suffering with fewer full time and more part time staff	quality of education is suffering with fewer full time and more part time staff
188	Miscommunication, poor timing	Negotiate	There has to be a better way to resolve issues than striking.	There is no profit in a damaged/destroyed Community College educational system.	Negotiate	There is no profit in a damaged/destroyed educational system.
189						Support education
190	great		more transparent, work on resolving issues way ahead of time			
191	Please use less sensational communications. Neutral language would have been more persuasive.	Please handle partial load issues with equal consideration as full-time issues			Please negotiate fairly.	
192	We need to push the OPSEU executive to take a whole new (proactive) approach to this whole issue.		We need to think about what we want to achieve in the next 3 years and start working on it now at the grass roots level. We need to mount a public relations campaign now that starts talking about the quality of education. We should have had a press release that spoke directly to the amount and sizes of increases enjoyed by college management over the past 3-5 years. We need to be		In my opinion the tactics used were uncalled for and heavy handed. I do not believe the process used in this round represented "good faith".	We need a different approach to this issue, one where the three parties get together to sit down and chart a strategic course for the future of Community Colleges in the province. I believe there is a lot of money being wasted by having all these different colleges throughout Ontario. The government should be looking at consolidating colleges and reducing the number of administrators and funneling these funds back

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			getting the students involved.			into the operating budgets.
193	Stay on top of potential battles.	Keep us informed and listen.	Don't use us to fight bigger battles.	Be reasonable.	Well done!	The college system needs more money to maintain its standards.
194	Find out what we want.	Keep it professional.	Enough of the work load issues please.	Pro-active negotiations please.	Stop being puppets of the government.	Time to cough up the dough.
195	Understand current economic situation	Understand current economic situation	Understand current economic situation	Understand current economic situation	Understand current economic situation	Understand current economic situation
196	You were out played by management.					
197	Keep up the good work!	Keep up the good work!	Keep up the good work!	It has been a good 40 years but all things must end.	It has been a good 40 years but all things must end.	It is time to stop talking about education and do something.
198	Good job.	Ditto	A little less hyperbole please	I held my nose and accepted -- because I trusted Humber. I did not trust the College Negotiating Team!	Negotiate -- Don't Dictate. If I have the wrong impression whose fault is that?	Don't think that by abrogating your responsibility to mediate, you have come up with a workable solution to labour relations. All you have done is stored up trouble for the future.
199		A more collaborative way of settling disputes				
200	resign	resign				
201	Spend more time learning what Humber faculty really want before making things an issue.	You completely missed a great opportunity to make head-way on some of the important issues by focusing on the money. The first offer was good. I would have agreed to it if the college would have agreed to a few important concessions (more full time).	Stop management bashing. I'm sick of reading your articles of how management is so bad. You should spend a few days at Humber and see how nice the work atmosphere is. Focus your time and articles on working with Management and if you can't do that resign and bring in someone who can.	This is a very pleasing place to work. The management is great and the work atmosphere is exceptional. I really don't think we need a Union here.	I understand why you are doing what you are doing. My only wish is you could gain a better understanding of how much better the learning environment would be for the students if more of the professors were full time. The lack of full time has resulted in very little, if any, communication between professors which means there is very little consistency for the students.	Larger budgets for the Colleges would allow for more professors and smaller class sizes which would improve education in Ontario. With 60 students in a class it becomes very difficult to provide hands on teaching.
202	You have a basically thankless job - but thanks	You strategy, technique and attitude - need a major overhaul!!!	Need to provide professional training to our faculty bargainers!!	Basically - a great place to work. Thank you.	See above.	
203	wake up	wake up and smarten up or they will it us all alive				
204	Quickly reduce local dues levy.	Get rid of Ted	Reduce dues. No wage increase possible for years!	Don't push faculty	Settle quickly next time around	Reduce the deficit
205	Why is there NO ONE from Humber on the negotiating team?	Why is there NO ONE from Humber on the negotiating team?	Why is there NO ONE from Humber on the negotiating team?	Glad I am working here and not at another northern college		