



## The Task Force Recommendations: What does management NOT want you to have?

The Workload Task Force made recommendations to improve and modernize the college system. The recommendations were agreed to unanimously, yet management refuses to adopt them in their entirety. In doing so, their proposal actually diminishes quality in education. **What are they holding back on?**

### Limits on workload

The Task Force recommended that flexible workload arrangements must not exceed the workload of the previous year.

**The Colleges** refuse to implement this, and the only limits they will allow are annual teaching hours and annual teaching days. No limits on student numbers, on numbers of classes, no credit for your preparation, evaluation, your out-of-class assistance to students. No SWF. No measurement of your workload. Teaching hours averaged over three years.

**The Union proposal** for flexible scheduling is that workload not exceed the workload of the previous year, and that workload would be measured.

### Collegial decision-making on evaluation

The Task Force recommended modernizing the college system by including faculty in shared decision-making for evaluation methods. This reflects the notion that content experts have the best knowledge of what evaluation methods work best for their students. It is an issue of quality improvement.

**The Colleges proposal** is limited to consultation with faculty with decision-making remaining exclusively with management. This is the same as before. Management says they will not “abdicate” their authority.

**The Union proposal** is for real shared decision-making.

### Addressing the needs of students for faculty with excessive numbers of students.

The Task Force recommended additional time for out-of-class assistance to students for teachers with student numbers above the norm.

**The Colleges proposal** is an extra 54 seconds per student per week for each student above 260. This would benefit only five per cent of faculty in the system. This is far short of the Task Force recommendation.

**The Union proposal** is for double that time for numbers above 175, closer to the Task Force recommendation.

## Academic Freedom

The Task Force recommended that the parties negotiate measures to address academic freedom. Academic freedom is a cornerstone of post-secondary education. This would modernize the college system and would address the mistrust that the Task Force identified.

**The Colleges proposal** has nothing on academic freedom. They say that faculty have enough academic freedom already because managers have discussions with faculty. This is far from what is intended in the recommendation.

**The Union proposal** is to adopt reasonable academic freedom language that gives teachers greater control of their teaching environment. This would be limited by applicable regulations. Management has so far refused to negotiate this.

## Professional Development improvement

The Task Force recommended that the parties negotiate improvements to professional development. The parties did negotiate improvements to sabbaticals, pending ratification.

**The Colleges** have no proposals for improvement to annual professional development. Their proposal is that faculty may be reimbursed for professional development. This is not any different from what we had before.

**The Union proposal** is for reimbursement of annual professional development expenses.

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## What else is missing from the Colleges offer?

### No improvements for partial-load teachers

The Colleges offer has nothing to address the unique concerns of partial-load teachers. No credit for full work done; no job security.

### No improvements for counsellors and librarians

The Colleges offer has nothing to address the unique concerns of counsellors and librarians. No measurement of workload.

### Binding Arbitration

Management has so far refused the Union proposal for final and binding arbitration on the outstanding items in dispute. Prior to the strike vote, they said that the parties should use every available avenue to avoid a strike. Binding arbitration is one such avenue. It is a reasonable solution to the current bargaining impasse. If they think their offer is so good, why won't they go to binding arbitration? Maybe they know it is not so good.

**On February 10, vote to reject the employer's offer.**

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