

**Faculty Issues**

...which the Employer refuses to negotiate:

- Changes to faculty time for preparation and evaluation--***last updated in 1985!***
  - An additional two minutes to evaluate each student, weekly
  - Adequate preparation time for online teaching
- Improving workload protections, job security, and seniority rights for partial-load faculty
- No contracting out of counsellor, librarian, and other faculty work
- No sale or reuse of faculty’s course materials without consent
- Effective dispute resolution mechanisms for workload and equity committees; and Indigenization, decolonization, and Truth and Reconciliation round tables

**Imposed Terms and Conditions in Context**

The Colleges unilaterally imposed terms and conditions on all faculty on December 13:

- The Colleges’ imposed Terms and Conditions of Employment are a refusal to negotiate in good faith
- The Colleges are the only employer in Ontario history to have imposed terms and conditions twice
- This illustrates their preference to force their will upon faculty rather than recognize faculty as equal partners
- The imposed Terms and Conditions are a form of job action and an act of aggression
- The imposed Terms and Conditions allow for the contracting out of counsellor work and do not address faculty workload needs.
- The Colleges have the right to change these Terms and Conditions whenever they choose

**Why Work-to-Rule?**

- Work-to-Rule is a labour action that has proven successful in educational contexts across Ontario
- Work-to-Rule means that faculty stop volunteering their labour and do **only** the work that they are assigned or contracted to do
- The purpose of Work-to-Rule is to demonstrate that the workload provisions in our Collective Agreement (CA) are inadequate
- It also shows that the Colleges rely on the unpaid work of faculty and the exploitation of precarious faculty

**The Colleges’ Next Steps**

We predict that the Colleges will...

- Continue their imposition of terms
- Direct individual presidents to deny any responsibility for their bargaining team’s actions
- Require a forced offer vote early in Winter semester
- Attempt to sway the forced offer vote by offering some sort of bribe to faculty, such as a signing bonus or other “sweetener”
- Escalate their misrepresentation of faculty demands
- Continue to refuse to negotiate until the forced offer is rejected