

Issue	Employer's Offer Includes	Why Can't Your Team Recommend It?
<p><b>Workload</b></p>	<p>Item 2: Non-binding workload task force to study issues of interest to both Union and Employer  – Not co-chaired; Union pays ½ of all costs</p> <p>Item 3: FT Faculty who are obliged to provide <i>retroactive</i> accommodation after teaching period may turn to WMG to resolve issue of workload <i>after the semester is completed</i></p> <p>Item 4: PL Faculty who are obliged to provide <i>retroactive</i> accommodation <u>after contract period</u> may discuss additional compensation with supervisor</p>	<ul style="list-style-type: none"> <li>· No changes to workload formula for three years (until <i>next CA</i>), if at all</li> <li>· Preparation and evaluation factors remain unchanged since 1985</li> <li>· No recognition of different preparation demands for online or hy-flex / multi-mode delivery</li> <li>· No additional time for student accommodations</li> <li>· Proposed Task Force <i>explicitly</i> targets current workload protections for faculty in apprenticeship, academic upgrading, aviation programs and field placement supervision</li> <li>· Inequitable access to Workload Monitoring Group: Counsellors, librarians, and PL faculty denied</li> </ul>

<b>Staffing</b>	Item 7: Article 2.02 and 2.03A staffing grievances may not include data from Sept. 1, 2014–Dec. 20, 2017 <i>or March 23, 2020–April 30, 2022</i> . This will limit the Union’s ability to create new full-time positions	<ul style="list-style-type: none"><li>· This is a concession to our staffing language (Article 2), as opposed to the improvements in the Faculty team’s proposal</li><li>· No language preventing contracting out</li><li>· No language to establish and safeguard a stable complement of full-time faculty</li><li>· No requirement for Colleges to give preference to hiring partial-load faculty instead of part-time</li><li>· No minimum requirement for staffing Colleges with counsellors or librarians</li></ul>
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<b>Partial - Load</b>	Item 8: PL credited with service for scheduled teaching days that fall on holidays, for purposes of 26.10C Item 9: Convert PL registry to academic year instead of calendar year; move registration date from Oct. 30 to April 30.	<ul style="list-style-type: none"><li>· No measurement of actual PL workload (including prep, evaluation, out of class assistance)</li><li>· No mechanism to limit actual workload associated with PL contract</li><li>· No improvements to PL seniority language; no improved transparency of or access to the partial-load registry</li><li>· No improvements to access to benefits between contracts (whereas faculty proposals would improve access)</li><li>· No access to workload dispute resolution</li></ul>
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<p><b>Equity</b></p>	<p>Item 1: Non-binding equity, diversity + inclusion “joint advisory group” to collect demographic data        – May make recommendations for changes to the Collective Agreement in the <i>next</i> round of bargaining        – Not co-chaired; Union pays ½ of all costs</p> <p>Item 5: Non-binding Truth &amp; Reconciliation Round Table to study issues of interest to both Union and Employer        – 8 member Round Table with regional representation only        – Makes recommendations a) for changes to the Collective Agreement in the next round of bargaining b) to individual colleges regarding policy        – Not co-chaired; Union pays ½ of all costs</p>	<ul style="list-style-type: none"> <li>· No commitment to structural change</li> <li>· No improvements to equity language of the CA for at least 3 years, if at all</li> <li>· No improvements to transparency of college processes</li> <li>· No transparent investigation process for formal complaints of bullying or psychological harassment</li> <li>· No acknowledgement of the value of Indigenous education, knowledge or experience, when determining starting salary</li> <li>· No bipartisan, college-level apparatus to review college policies and implement non-discriminatory workplace systems, policies and practices, including employment equity</li> <li>· No leave to attend cultural events or expansion of the understanding of family bereavement leave</li> </ul>
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<p><b>Academic Quality (Intellectual Property; Academic Freedom; Academic Decision-Making)</b></p>	<p>Item 6: Materials converted from face-to-face courses to online courses as a consequence of the pandemic won't be used in "purpose-built online courses", unless the faculty member uses that material when creating an assigned "purpose-built online course"</p>	<ul style="list-style-type: none"><li>· No acknowledgement of faculty members' IP rights, copyrights, and moral rights</li><li>· No acknowledgement that Academic Freedom includes decision-making authority concerning curriculum, evaluation, mode of teaching, or the authority of counsellors to determine counselling services</li><li>· Subjects faculty members' intellectual property to sale and use without faculty knowledge or approval</li><li>· No expansion of faculty voices in Colleges' academic decision-making at the program and College level</li><li>· Inequitable access to dispute resolution processes for faculty members</li><li>· No acknowledgement of Indigenous peoples' ownership and custody of their heritage</li><li>· No acknowledgement of counsellor's ability to exercise professional judgment</li></ul>
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<b>Compensation (Salary &amp; Benefits)</b>	<p>Item 11: Government-imposed concession from Bill 124 – 1% increase/year for 3 years</p> <p>Item 12: Reopening clause in the event Bill 124 overturned</p> <p>Item 13: \$4,000 / year for prescription cannabis</p>	<ul style="list-style-type: none"> <li>· [Faculty proposal not yet tabled, but restricted by government-imposed concession of Bill 124]</li> </ul>
<b>Coordinators</b>	<p>-</p>	<ul style="list-style-type: none"> <li>· No recognition that coordination is to be performed by faculty only</li> <li>· No language to ensure transparent, responsible and equitable treatment in the appointment, workload, and compensation of coordinators</li> </ul>
<b>Class Definitions</b>	<p>Item 10: Changed Counsellor class definition appears to restrict Counsellor definition to mental health, referrals, team participation, and applied research</p>	<ul style="list-style-type: none"> <li>· No acknowledgement of the breadth of work currently performed by Counsellors in college community and communities beyond</li> <li>· Removal of language around academic counselling performed by counsellors</li> </ul>

<b>Labour Relations</b>	-	<ul style="list-style-type: none"><li>· No attribution for Union representatives' time spent participating in joint college committees</li></ul>
<b>Outside Work</b>	-	<ul style="list-style-type: none"><li>· No recognition of faculty rights to work outside the College without a manager's permission</li></ul>