

Bargaining & Work-to-Rule

A Guide for Students



Key Terms

→ College Faculty

Faculty are full-time and partial-load professors and instructors + full-time counsellors and librarians employed by Ontario's 24 public colleges. We are members of OPSEU, the Ontario Public Service Employee Union.

→ College Employer Council

The CEC is College Employer Council, the bargaining agent for the 24 Ontario publicly funded colleges. The CEC are not the College Presidents nor are they the managers who work in the colleges, but instead represent them.

The purpose of this 'frequently asked questions' (FAQ) document is to provide you with an update on contract negotiations.

If you have further questions, contact one of your professors or Lambton College's faculty Union Local (info@opseu125.ca), or visit www.collegefaculty.org.



When did this all start?

What is the back story?
How did we get here with these negotiations?



→ Bargaining began in July, 2021

College faculty and the CEC have been working to negotiate a new collective agreement, which expired on September 30, 2021.

→ Strike mandate vote

In response to the CEC's escalation, college faculty held a strike mandate vote in December.

→ Majority of faculty voted 'YES'

The majority of faculty voted 'Yes' to authorize the Faculty Bargaining Team to engage in labour actions, such as Work-to-Rule.

→ Colleges impose terms and conditions

The CEC has chosen to impose terms and conditions instead of agreeing to extend the existing contract.
This has left college faculty with no choice but to engage in labour action.

→ Work-to-Rule

College faculty are now engaging in a labour action known as 'work-to-rule'.

Imposition of Terms and Conditions

Imposing terms and conditions is the exact opposite of negotiating an agreement in which both sides are heard. It is toxic for labour relations because the terms of work are imposed on employees. It is considered a 'union-busting' tactic.

The voices of faculty are completely ignored when it comes to the College system and student learning conditions.



What is Work-to-Rule?

How does work-to-rule impact me as a student?



→ Purpose of Work-to-Rule

To pressure College management and hold it accountable for the consequences of its decisions, which right now are harmful for both students and faculty.

→ Work-to-Rule

It is a form of labour action in which faculty do their jobs to the letter, following their exact contracts and/or job description. They will not engage in additional unpaid activities that often assist administration in managing the Colleges.

→ Target college administrators

Faculty labour actions specifically target college administrators, NOT students. The work faculty are not engaging in will largely impact College management.

→ Minimize impact on students

Faculty will continue to focus on supporting students, within the parameters of the time they are provided by the Colleges to do so. They will continue to teach their courses and work with students.

→ Classes will run as scheduled

Check with your professors for any information you need about your courses. If you wish to receive assistance that faculty are unable to provide under work-to-rule, you should reach out to your school's dean or other managers.



What are faculty fighting for?

Why won't the CEC continue to negotiate?
What can I do to support my teachers and other faculty?



→ A revised workload formula

The workload formula for full-time faculty hasn't changed since 1985 and doesn't acknowledge prep time for online courses. Faculty are also asking for more time to grade your work.

→ A system rooted in equity

Faculty want effective dispute resolution mechanisms for workload and equity committees; and Indigenization, decolonization, and Truth and Reconciliation round tables.

→ Greater job security

Faculty want stable and fair jobs for contract faculty, counsellors, and librarians. About 70% of all faculty who teach you are employed on short-term contracts. They need greater job security and a chance for full-time positions.

→ Negotiations must continue

Faculty are still willing to negotiate a fair deal and have offered to refer all these issues under dispute to binding interest arbitration. The CEC is a separate corporate entity with its own CEO, so we don't know what their agenda might be to not negotiate or agree to binding interest arbitration. We've asked College presidents to direct the CEC back to the table. So far, they have not responded.

→ Write your College President

The College presidents direct the CEC, so you can let your College President know how you feel by writing them directly. You can make it clear that you would like a resolution without any disruption.

www.collegefaculty.org/write-your-college-president/

