

Examiner Bulletin

www.opseu240.ca September 18, 2014

Ratification Vote: Your Choice, Your Future

On Tuesday, September 23, you will decide whether or not to accept the tentative agreement reached between the Colleges and the CAAT-A Bargaining Team. Your Local recommends that you vote against accepting this agreement. Here's why:

- For the first time in our union's history, we are engaging in concession bargaining.
- The proposed moratorium can effectively result in a three-year hiring freeze.
- Consequently, it could result in a reduction of approximately 150 full-time faculty positions at our College, based on the number of retirements in recent years.
- Fewer full-time faculty means lower contributions to the pension plan. It's anybody's guess what pensions will look like in the future.
- The College will not be obliged to fill vacant full-time positions. If you are partial load, your chances of becoming full-time are severely reduced for at least three years.
- By removing the six section maximum from SWFs, the College will be able to assign many more sections to full-time faculty, increasing the number of students they see on a day-to-day basis. Saddling Full-time faculty with more sections leaves fewer sections available to non-full-time faculty. Everyone loses.
- The monetary gains in this agreement do not keep up with the rate of inflation or our comparators.

Management's plan is to run the colleges with as few non-full-time employees as possible. They have their marching orders from the Ontario Government. 'Cut costs at any cost.' Meanwhile, the college creaks under the weight of an increasingly bloated (and expensive) management structure. Our organization resembles an Italian wedding cake, layer upon layer of management, whose purpose is a mystery, even to themselves.

Next Tuesday is your opportunity to tell our Bargaining Team that we support sending them back to the table to negotiate a collective agreement that respects the teachers, librarians and counselors upon whom our students depend. It is your opportunity to tell Management you will not give up the hard-won rights for which we have fought over the last four decades.

For your students, for your college, for your future:

VOTE NO!

Voting to reject the offer DOES NOT mean voting for a strike.

There is a process and here's how it works:

- ⇒ If the offer is rejected, both teams can return to negotiations.
- ⇒ If negotiations stall, either side can file a "no-board report", which indicates that bargaining is at an impasse.
- ⇒ Management still has the option to force a vote on their final offer, but they won't likely force a vote on an offer we've already turned down, or on an offer that is even worse. Therefore, the most likely scenario, if the current "offer" is rejected, will be a revised offer with at least some improvements for faculty.
- ⇒ After a no-board is filed, there is a 16 day waiting period before management can impose conditions or lock out faculty, and before faculty can go on strike.
- ⇒ In the 16 day waiting period, OPSEU would most likely arrange for a strike vote from the membership.
- ⇒ Historically, once the union gets a strong strike mandate, bargaining usually resumes as management realizes that the membership is standing firm on their demands.

That last point is critical, because without a strong vote at each stage of the process, management will assume you're happy with the concessions, and your team will have less ammunition to tell them otherwise. **It's your choice, your future!**

Where and when to vote

Campus	Location	Time
Fennell	Room F114A, inside the MCASES Lounge	10:00am-4:00pm
IAHS	Room 338	11:00am-1:00pm
Stoney Creek	Room A103	11:00am-1:00pm

