

Management Walks Away from Bargaining and Imposes Terms and Conditions of Employment

With the recent move by management to unilaterally impose terms and conditions of employment and walk away from bargaining, you may find yourself being asked questions by various faculty or the public. You or your members or friends may also wish to write a letter to the media, to weblogs, or to your MPP. Here are some talking points that you can use to respond to questions or to write letters or post to on-line blogs.

We have also included four sample letters you can use, for yourself or your members or supportive members of the public. Simply cut and paste into an email or paper format for submission to the media. There will need to be some edits in terms of spacing, and in terms of cutting off the heading, and in terms of including the personal information. We will leave that to whoever sends the letter.

This is a 12-page document.

Talking Points

- Talks did not “break down.” Management claims to this effect are false. Management broke off talks. The Union maintains a commitment to bargaining for a new contract and remains eager to bargain. Negotiating a contract is the least disruptive way to get a contract.
- Management could have put their offer to a vote of the faculty. They have the right to do this. The Union invited them to do this. Management refused. Instead they unilaterally imposed their terms and conditions. Such actions have no place in democratic societies.
- Staff morale and a lack of trust were both identified by the Workload Task Force as serious concerns and threats to quality education. What management is doing can only do great damage to staff morale and will greatly increase the distrust within the system.
- Management’s withdrawal from provincial joint union-management committees puts an end to a system that has been effective in resolving differences that arise in the course of employment. This has nothing to do with contract negotiations. It is a needless and disruptive attack on the union. By destabilizing the system, management has done inexcusable damage to education quality for students.

- Damaging staff morale, increasing distrust, and bullying teachers devalues the teaching-learning process.
- Management's professed interest in reaching settlement through bargaining is disingenuous and now patently untrue. Within one hour of them telling the faculty bargaining team they were going to impose the terms and conditions, they had a letter in every faculty member's mail. And they have said the salary adjustment will be in the next pay, meaning that their payroll systems were already primed and ready for this (usually it takes about a month to reflect an adjustment in pay). This was not a last-minute decision on their part, it was planned a long time ago.
- The focus of management's news releases has been on money. That has not at any time been the primary issue in bargaining this round. Workload has been and continues to be the first priority for faculty. Their refusal to bargain all of the recommendations of the Workload Task Force, to which they had previously agreed, was the main impediment to resolving these issues. Without workload improvements, quality will suffer as faculty will have less and less time to provide student assistance. Focusing on salary is a distraction from the main issue.
- Management says they needed stability in the system. What they have done is destabilize the system in an unprecedented way, and diminish the quality of learning the faculty will be able to provide. The college presidents, who achieved an average salary increase of 7.48% in 2007-2008, are directly complicit in the decision to impose the terms and conditions. (see below for information on the salary increase for the president of your college.)
- Negotiations had been progressing. The Union had achieved some gains, such as improvements to professional development. While some areas were tough bargaining, such as workload improvements, that is the nature of collective bargaining. The fact that it is tough is no reason to unilaterally shut it down, as management did.
- The parties have found creative solutions to more difficult problems in the past. The overwhelming majority of negotiations have ended in settlement. Only three negotiations since 1972 have required arbitration. There has never been an imposition of terms and conditions of employment. A negotiated settlement is possible this time if management negotiates in good faith.
- The Workload Task Force observation and conclusions are that college faculty should be treated more like university faculty. That's expressed in the recommendations to adopt

academic freedom and collegial decision-making. That's what college management has walked away from. That's the change they refuse to make.

College President Salary Increase (2007 – 2008)

College*	President	2007 Salary	2008 Salary	% increase
Algonquin	Robert Gillett	\$273,778	\$286,973	4.82%
Cambrian	Sylvia Bernard	\$269,753	\$225,671	-16.34%**
Canadore	Barbara Taylor	\$195,830	\$238,742	21.91%
Centennial	Ann Buller	\$283,726	\$290,471	2.38%
Confederation	Patricia Lang	\$230,850	\$259,527	12.42%
Conestoga	John Tibbets	\$310,512	\$331,928	6.90%
Durham	Leah Myers	\$212,754	\$204,241	-4.00%***
Fanshawe	Howard Rundle	\$250,958	\$269,797	7.51%
George Brown	Anne Sado	\$280,567	\$328,612	17.12%
Georgian	Brian Tamblyn	\$272,338	\$274,880	0.93%
La Cité	Andrée Lortie	\$233,390	\$278,866	19.48%
Lambton	Tony Hanlon	\$252,445	\$273,280	8.25%
Mohawk	Marylynn West-Moynes	\$249,999	\$287,658	15.06%
Niagara	Daniel Patterson	\$261,150	\$287,517	10.10%
Northern	Michael Hill	\$248,345	\$259,635	4.55%
St. Clair	John Strasser	\$252,320	\$257,828	2.18%

St. Lawrence	Chris Whitaker	-	\$202,857	
Sault	Ronald Common	-	\$217,351	
Seneca	Rick Miner	\$362,289	\$405,794	12.01%
Sheridan	Robert Turner	\$295,806	\$314,138	6.20%
Sir S. Fleming	Tony Tilly	\$240,616	\$274,190	13.95%
All Colleges	All Presidents			7.48% (Average)

*A couple of colleges are missing from this list, because the data from those colleges is not available

**Sylvia Bernard's salary from 2003 – 2008 has increased 31.39%, taking into account the last year

*** Leah Myers left her position prior the end of the year