



# NEGOTIATIONS

## NEWSLETTER #17

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## Further delays in bargaining

Almost one and a half years since the expiry of our last contract, we still don't have a new Collective Agreement. Members deserve to know why not. In late March/early April we ratified a provincial agreement, as well as a process for resolving local issues in a timely manner. Local bargaining continues to be frustrating. After talks broke down end of April, the parties asked for the assistance of a mediator/arbitrator (Peter Cameron). We met with the mediator mid June and again mid July. We were able to resolve some of the issues, but not all. He determined that the outstanding issues would be resolved after an arbitration hearing. We had hoped this hearing would take place shortly after. This has not turned out to be the case, thanks largely to the College's "scheduling problems." They are too busy to meet even at the end of October and have suggested no other dates.

You may recall other times when the College has put off bargaining. Such delays demonstrate a lack of respect for the bargaining process. Lizz has sent a letter to Dale Dorn and Gordon Barefoot expressing our displeasure and demanding that we get this thing done.

## The remaining issues

The College continues to ask for concessions, including

- a. A reallocation of IRA release that would lower the amount of release for some areas;
- b. The inclusion of Deans on Hiring Recommendation committees and in election procedures that are currently working well with faculty-only committees;
- c. The ability to change hiring qualifications without consultation with the union and without ensuring that current instructors will not be negatively affected.
- d. A reduced role for the Joint Steering committees in the performance appraisal and evaluation processes.

The union still has the following demands on the table:

- a. Maintaining step placement for auxiliary instructors who have received a step placement
- b. Removal of caps on initial placement for current part-time instructors, in line with the lifting of caps for new instructors
- c. Access to health benefit plans for less than half-time instructors, who would pay the full premiums
- d. Term instructors to retain seniority for 24 months

## **Why is getting a collective agreement important?**

The College Board Chair, Gordon Barefoot, at an ACCC meeting said that better faculty management relations are a priority. If he means what he says, he should work on concluding bargaining and not let the contract for 700 instructors be held up by the College's scheduling problems.

Furthermore, there are new provisions that we want implemented now, not later, such as improved initial placement on the salary scale; payment of professional fees; and changes to recall language. We also want members to have access to the new .6% PD fund, which has been delayed until we can agree on an allocation process.

The Negotiating Committee will press the College to live up to its responsibilities. If you have any questions or comments, please contact one of the members of the Negotiating Committee. Thank you, as always, for your support.

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