

College Faculty Pre-Bargaining Membership Survey information

At the provincial Pre-Bargaining Conference in October 2011, delegates from all 24 Ontario colleges participated in a two-day process of presentations, discussions and surveys. The key result of this process is the creation of this Pre-Bargaining Membership Survey.

The intention of this survey is to gather feedback regarding potential bargaining demand themes in upcoming negotiations for the 2012 Collective Agreement.

Ten overarching themes capture topics that the Pre-Bargaining Conference delegates felt would be possible considerations for contract improvements. The list of themes is neither exhaustive nor exclusive. You may have specific topics that you wish to identify within the existing themes, or a new theme that is not included in this list.

This process is NOT intended to create demands or impose limits. Its purpose is to identify the thoughts and wishes of the members prior to the demand-setting process so that members can begin to focus on what is important to them in the context of their work and life at their college.

Survey results will be aggregated and serve as a guide to members with respect to setting realistic, purposeful and constructive proposals for our next Collective Agreement.

We encourage you to participate in this survey as one of the ways you can be involved in the negotiation process. Further opportunity for your involvement will include attendance of your local demand-setting meeting.

Key topics are identified below for each of the ten themes established at the Pre-bargaining Conference. Please consider this list when you complete the survey that follows.

Workload

- Adequacy of the time credited for evaluation and feedback
- New forms of delivery including electronic, on-line
- Curriculum and course development

NEGOTIATIONS 2012

COLLEGE FACULTY



M E M B E R S H I P S U R V E Y

- Maintaining the intended “informality” of the workload complaint system
- Adequacy of time to deal with diverse student groups
- Counsellors’ workloads
- Crediting all work including mentoring, email handling

Academic Freedom

- Teacher selection of materials, evaluation methods
- Copyright of materials produced by the teacher
- Teaching methodology chosen by the teaching faculty
- Course selection by teachers based on seniority

Staffing

- Improve language requiring preference for the creation of full-time positions
- Stronger language to convert partial-load and part-time to full-time positions
- Preference for partial-load over part-time positions
- Protection against the contracting out of faculty work
- Provide better information to union regarding staffing decisions

Coordinators

- Clarify duties of coordinators
- Establish criteria for steps and time allocations
- Full-time teachers only

Salary

- Improve starting salaries
- Broaden ability to move to top step
- Stay between high school and university maximums, moving closer to university levels
- Provide inflation protection
- Drop the bottom step and add a step to the top

NEGOTIATIONS 2012

COLLEGE FACULTY



M E M B E R S H I P S U R V E Y

Job Security

- Reduce probation
- Eliminate assigning of full-time non-teaching duties to partial-load and part-time
- Restrict use of non-academic bargaining unit employees to perform academic work
- Improve job security for partial-loads

Partial-load Teachers

- Provide measures of total workload [Standard Workload Forms]
- Provide a right of first refusal for partial-load positions based on seniority
- Access to the Workload Monitoring Group

Benefits

- Coverage for dental implants
- Improved orthodontics coverage
- Improved hearing and vision care
- Employer to pay for membership in any professional body where required of employee
- Some portion of retiree benefits paid by the employer

Grievance Process

- Reduce limitations on union grievances
- Allow the union to advance workload complaints

Miscellaneous

- Clarify and improve the rights of persons returning to work from disability leaves
- Sunset on disciplinary letters
- College to pay for In-service Teacher Training Program
- Specify a process for complaints about managers who act unfairly or inequitably

NEGOTIATIONS 2012

COLLEGE FACULTY



M E M B E R S H I P S U R V E Y

College Faculty Pre-Bargaining Membership Survey

Name: _____

Campus: _____

Program: _____

Email: _____

1	Not important at all
2	Somewhat unimportant
3	No opinion either way
4	Somewhat Important
5	Extremely Important

For each potential bargaining topic below, circle the number to the right that best fits your opinion on the importance of the issue to you. Use the scale above to match your opinion.

1	Workload	1	2	3	4	5
2	Academic Freedom	1	2	3	4	5
3	Staffing	1	2	3	4	5
4	Coordinators	1	2	3	4	5
5	Salary	1	2	3	4	5
6	Job Security	1	2	3	4	5
7	Partial-load Teachers	1	2	3	4	5
8	Benefits	1	2	3	4	5
9	Grievance Process	1	2	3	4	5
10	Miscellaneous	1	2	3	4	5

