

**Q**uestion:

Can MWAs be Arbitrated?

**A**nswer:

Yes, but the Union will have difficulty.

The union would not be able to argue that the arbitrator should deny the Agreement because it would increase the workload of the professors for the following reasons:

The colleges' offer suggests that Modified Workload Arrangements should be approved by an arbitrator if they increase workload, since Article 11.09 B3 of the proposed offer states that the arbitrator should approve or deny MWAs based on (amongst other things) "whether it leads to a reduction in the use of part-time staff and better usage of full-time teachers" and "whether it would be an efficient workload assignment process".

The union cannot refer MWAs to an arbitrator for changes such as students numbers.

Due to the current wording of the definition of a MWA in Article 11.09, Arbitrators will be influenced to approve MWAs on the grounds that they increase the workload of full-time faculty.