

## September 6, 2011 – Contract Update – Support Staff Bargaining

### **No Bargaining Scheduled**

There have been no talks between the parties since the union started the strike and none are scheduled.

The union has not indicated any willingness to return to the table. The colleges' bargaining team remains ready to return to the table and work to reach a negotiated settlement.

### **Colleges' and Union's Proposals Now Posted**

In response to questions from managers and employees, the College Employer Council has posted the colleges' and the union's tabled positions at the time the strike started. The documents can be found at [www.thecouncil.on.ca](http://www.thecouncil.on.ca).

The Council has posted the two documents to demonstrate transparency, correct misunderstandings about the colleges' offer, and encourage dialogue among employees.

### **Colleges' Monetary Offer Consistent with Public Sector Settlements**

The colleges offered a salary increase of 4.8% over three years.

Year 1 – 1.5%

Year 2 – 1.5%

Year 3 – 1.75%

The Ministry of Labour's Collective Bargaining Highlights for July 2011 report that the current average increase in public sector collective agreements is 1.2 per cent.

### **Full-time Positions Increase at Ontario Colleges**

There are no proposals by the colleges that would change job security or erode full-time positions. In fact, the number of full-time support staff across the college system has actually increased from 6,751 in 2008 to 6,936 in 2010.

### **Right to Work – Defending Employees' Legal Rights**

During a work stoppage employees are faced with choices. Whatever decision an individual employee makes, whether it is to serve on the picket line, come into work or just stay at home, the colleges respect that choice.

Employees have the right to continue to work during a strike, provided the College has work available. The law specifically gives employees that right.

There have been some communications circulating that outline claimed procedures and penalties that can be levelled against employees who work for an employer during a legal strike. These procedures and penalties are illegal.

Any attempt to penalize employees who exercise their rights would be illegal.

The colleges will challenge any attempt to penalize employees who exercise their right to work and will file unfair labour practice complaints against OPSEU if any penalties are imposed or threatened.

It is important for colleges to remind employees that the law protects the right of employees to work when the employer is able to provide work during a legal strike.

**Please feel free to share this update with employees.**

***Contract Update** is a newsletter for college administrators designed to keep you informed about this year's round of collective bargaining with Support Staff. **Contract Update** is written by the Colleges' Bargaining Team and distributed by the College Employer Council. The English and French versions of this newsletter are also posted on the Council's website at [www.thecouncil.on.ca](http://www.thecouncil.on.ca).*

*For more information, please contact Erin Holl, Director, Support Staff, College Employer Council at [erin.holl@thecouncil.ca](mailto:erin.holl@thecouncil.ca).*