

Email to all Employees – November 8, 2017

Subject: Vote scheduled for faculty on Colleges' offer

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Dear Sheridan Community,

Sheridan remains committed to maintaining open lines of communication throughout the labour disruption. To that end, this email contains the following important information:

- The Colleges' Offer
- Bargaining Continues
- Dates and Process for the Faculty Vote
- Semester Completion Planning

Colleges' Offer

The Colleges' offer that is being put to a faculty vote from November 14-16 is substantially different than the offer that the union rejected prior to the strike beginning on October 16.

The new offer includes better access to full-time jobs, additional rights, security and compensation for partial-load faculty, increased salary and benefits for full-time faculty, and new academic freedom guarantees. The offer includes a 7.75% salary increase over four years, a new full-time salary maximum of \$115,378, a new partial-load maximum of \$154.26 per hour, improved benefits, and faster compliance with Bill 148. The full offer can be found [here](#).

The table below demonstrates only some of the ways in which the offer has changed in response to the union's requests:

Issue	Collective Agreement Expired on September 30	October 15th Offer	Current Offer put forward for faculty vote
Academic Freedom	No Language	No Language	Net new: Each college will have an Academic Freedom policy that recognizes that academic freedom is fundamental to academic excellence and that faculty have the right to enquire about, investigate, pursue and speak freely about academic issues without fear of reprisal.
Partial Load Wage Progression	A half-month's service for every month of partial-load teaching of 30+ hours	No change	A full month's service for every month of partial-load teaching of 30+ hours, doubling the

			speed of progress through the salary grid
Partial Load Job Security	No priority hiring rights until after completing 16 months of partial-load employment	No change	Substantial increases to priority hiring rights for partial-load employees, including increased rights to future contracts.
Precarious Employment	Language outlining that the colleges will give preference to creating full-time positions but no right for the union to grieve or arbitrate the colleges' adherence to this language	Reinstate the right to grieve and arbitrate staffing compliment	Reinstate the right to grieve and arbitrate staffing complement; <u>and</u> implementation of a government led task force that will review college staffing models and issues of precarious work in the system. Note: the union has withdrawn its specifications on faculty hiring ratios.

Bargaining Continues

Even though the faculty vote has been set, this does not prevent both the Colleges and the union from continued negotiations. The Colleges continue to bargain and work with the mediator. The faculty vote is another path to end the strike if continued bargaining is not successful.

It is possible that the two sides might come to a negotiated agreement before the November 14-16 scheduled vote takes place, in which case, employees may be called back to work. In such a case, we anticipate that a ratification vote would instead take place on college campuses after classes have resumed.

Dates and Process for Faculty Vote

As was shared on November 6, the College Employer Council asked the Ontario Labour Relations Board to schedule a vote to allow striking college employees to decide whether or not to accept the Colleges' offer of settlement, as a means to end the strike.

Late yesterday, the Ontario Labour Relations Board (OLRB) determined that the vote would take place from 9:00 a.m. on November 14 through 10:00 a.m. on November 16.

In order to end the strike, the direct vote requires 51 percent of the ballots cast to accept the offer. If faculty members vote to reject the deal, the strike would continue.

The vote will be conducted by electronic ballot to ensure that the maximum number of faculty can exercise their right to vote.

Faculty will receive a package from the OLRB in the coming days that will provide them with their voting instructions and the entire offer from the colleges. This information will be sent through Sheridan email.

Semester Completion Planning

Sheridan continues to model scenarios for semester completion. **Please note that none of the scenarios being discussed presume that the fall semester has been lost or that it will be started over again.** All efforts are focused on determining how to adjust the term so that students can meet the learning objectives and outcomes associated with their courses and programs. Sheridan remains committed to ensuring that students receive the education and learning experience they were expecting when they selected Sheridan. This reputation rests – squarely – on the quality of our programs and faculty.

Further Updates

Please continue to monitor your Sheridan email and the strike information webpage, which can be found at strikeinfo.sheridancollege.ca

Developments can occur quickly. We will be certain to share all major updates with you through these channels.

Thank you for taking the time to read this update and for keeping yourself informed.