

Management Bargaining Team Chair's August 10 Morning Remarks

Before we begin our session today, we would like to observe a moment of silence in recognition of the passing of former Premier William Davis. During his time as Minister of Education he introduced Bill 153, establishing the Ontario College System. He was known as the education Premier, and we are all the beneficiaries of his foresight. We find ourselves inspired by his ability to work through different perspectives. We will now pause in silence (60 seconds).

Request for Data

Since our last meeting on Thursday August 5th, our team has been engaged in extensive work analyzing the Union's preliminary proposals, as well as the rationales and contextual information the Union have provided to us as in regards to those proposals.

As discussed on August 5th, yesterday we also provided the Union team with the list of data, research, and documentation which the Union reference in its rationale and proposals and which we wish to receive to assist us in our analysis.

As we consider the Union's various proposals, we need this information to be able to fairly, and fully, consider the Union position. We are very interested in understanding the information and data that informed the Union positions and demands. We hope that this information will enable us to identify areas where we can find common ground.

Counsellor Class Definition

In the meantime, we would like to share with you our preliminary feedback regarding one of the items in your Class Definitions proposal. While we have not yet had the chance to analyze that full proposal, we have done so with the Counsellor Class definition. We will provide our feedback on the remainder of the proposal at a later date.

The document that we sent The Union just prior to this session lays out our counter proposal for the Counsellor Class definition. We will leave the document with the Union for review and feedback. The Union will note that our proposed definition is at a higher level of focus than the one in the Union's proposal. This is consistent with the current professor class definition and aligns with the intent of class definitions which are meant to provide a high-level overview of the scope of the role, as opposed to the granular details that one might find in a job description.

As a general rule, there is no ownership in any bundle of duties. Similarly, in any organization with multiple bargaining units there is cross-pollination of work between bargaining units. We are not looking to upset the balance that currently exists between the faculty and support staff bargaining units, vis a vis student support. Within student counselling services a range of services are currently provided by a diverse and interdisciplinary team which generally includes faculty counselors, support staff, and administrators working together in their respective areas of expertise and in the best interests of students.

With respect to the remainder of the Union's preliminary proposals, we are continuing our work and will connect with the Union through Heather as soon as possible today to provide an update on our progress. To be best prepared for some of our ongoing work, we will need

responses to the data, research, and documentation request we submitted yesterday. In the meantime, we are continuing our work with the information we have.

Thank you.