



## What's Next?

### FAQ for College Students

#### When will negotiations be over between CEC and Faculty?

- The CEC and academic employees have been meeting since July.
- There is no set date for negotiations to conclude.
- The Colleges will continue to operate until the Union escalates strike action or a new collective agreement is agreed upon.

#### Will the current bargaining impasse affect my midterms or study week?

- The Union has publicly stated that what they refer to as work-to-rule will not negatively affect students.
- At this time, midterms and study week should not be affected by the current bargaining impasse.

#### How long can faculty work-to-rule?

- The Colleges will continue to operate until the Union escalates strike action or a new collective agreement is agreed upon.
- Only the Union can determine how long faculty will engage in what they refer to as work-to-rule.

#### What should I do if my teacher tells me they can't help me because they are engaging in work-to-rule?

- The Union has publicly stated that what they refer to as work-to-rule will not negatively affect students.
- If your teacher has said they cannot help you, reach out to the department chair, associate dean, or dean and let them know.

#### Why doesn't the government get involved with College bargaining?

- The government does not get involved with College bargaining unless absolutely necessary.
- In 2017, the government legislated faculty back to work after 5 weeks of engaging in a full walk-out. The Union is currently in the process of challenging this decision.

#### Why won't the CEC rejoin the Union at the bargaining table?

- The CEC did not leave the table.
- The CEC has dropped all of its proposals for purposes of settlement and has agreed to many Union demands already.
- The Union has said it has gone as far as it can on remaining issues.
- The CEC has asked for nothing in the new Collective agreement and will not agree to:



- Inclusion of interest arbitration as the default decision making process for key working groups/ initiatives within the collective agreement
- Workload amendments that contravene legislation (Bill 124)
- Intellectual property claims for work that employees are already paid to create
- Restrictions that infringe on other employee groups

### **Why won't the CEC agree to Voluntary Binding Interest Arbitration?**

- Voluntary binding interest arbitration is a process when both parties submit proposals to an outside third party (an arbitrator) who reviews the demands and decides what should and shouldn't be in the collective agreement. Their decision is final and must be accepted by both parties.
- The Union has asked the CEC to consider voluntary binding interest arbitration on outstanding issues. With respect to the outstanding issues, the Colleges have stated since August 2021, that they can never accept what the Union is demanding. The Colleges are not seeking anything from the Union and in the circumstances cannot agree to entering voluntarily into binding interest arbitration on these outstanding issues.
- The CEC is not prepared to agree to have an arbitrator "split the difference" on key issues that Colleges have already stated are unacceptable to begin with. In essence, there is nothing to split.