

**Union Presentation  
September 24, 2021**

For the last several days, the faculty team has been hard at work reviewing your proposals, offer of settlement, and presentations at the table, and working on a response to present to you today. While we are pleased that you have given further consideration to our request to enter into mediation, and that you are willing to consent to begin that process, we want to note that we will now shift to completing that work in consultation with the mediator. We also look forward in mediation to learning more about why effectively all of the faculty's proposals are non-starters for you.

We believe that we have made it perfectly clear that we are interested in reaching a timely settlement that is better for students, faculty, and the college system and certainly hope that this process will allow for those informed discussions to begin in earnest. It is our firm belief that bargaining is beneficial to students and the system, and your refusal to bargain to date is much more likely to put students, faculty, and the system at risk.

We do take issue with your assertion that we are bargaining in public. We aren't sure what you are referring to when you say that we have conflated your settlement offer and your full package containing additional concessions, in our communications. We did outline our interpretation of both in great detail last Friday, and we disagree that we have misrepresented our response in our communications. Indeed, we were very careful in attempting to delineate the differences between the documents, as many members were confused that you tabled two contradictory sets of proposals on the same day.

You have made it very clear that the CEC team is unwilling to consider almost all of faculty's demands and proposed changes to the Collective Agreement, or even the concepts underlying these. While we don't think this is a particularly auspicious place from which to begin mediation, we do hope that a mediator will help both teams to find a common framework for bargaining.

In reference to the monetary proposal, we do not believe that we are very far apart. In the context of Bill 124, we are already taking a concession, and the wage reopener language, along with improvements to member benefits are proposals we are prepared to respond to in mediation.

As both teams have consented to mediation, OPSEU has confirmed that they are willing to share costs. We appreciate your suggestions regarding mediators, and will get back to you with our response as quickly as we can.

We do understand that this may require some flexibility in scheduling, and will make ourselves as available as possible.

We hope to be able to reach agreement on a mediator very soon, so that we can begin down this path.