



Speaking Points for 1st Bargaining Session on Monday Sept 9th, 2024:

Before getting into the presentation of the documents we just sent you, I would like to touch on a couple of points:

- Since we last met with you in July, we have spent a significant amount of time analyzing the outstanding demands for which we have not yet provided you with a response.
- Although you have categorized those demands as non-monetary, our preliminary estimates indicate that many of them would result in significant additional ongoing costs to the system. In addition, many of those proposed changes are complex and interrelated, and would represent fundamental changes to practice within the college system.
- At this point, our conservative estimate is that your proposed changes would result in a system level cost impact somewhere in the range 1\$ Billion annually.
- During this round of bargaining, we have committed to considering issues from a perspective which acknowledges the fact that colleges are public institutions focused on meeting the needs of our various stakeholders; and to considering issues through a system-wide lens. In order to do that, we need to understand the full financial impact of your proposals. We need your full monetary package in order to complete that analysis.
- For that reason, we will not be addressing any of the monetary proposals within U1 and U2 until that work is completed.



- We would also point out that, until recently, neither of our teams has had access to the full York data set. I am sure that, just like us, you will be using this data set to refine some of your positions. As indicated in the Flaherty Workload Taskforce Report, there was insufficient time for the Workload Task Force to fully analyze this data set prior to finalizing the Chair's report and recommendations. It is our position that this data set includes valuable relevant information which can help us to better understand the nature of reported impacts to workload.
- That analysis is also critical to our consideration of your workload demands.

At the same time as we continue with that important work, we will be responding to your proposals which are non-monetary and not directly related to workload considerations. Today we will be addressing your non-monetary U1 and U2 submissions. We plan to address more of your non-monetary proposals tomorrow.