



University Forum on Contract Academic Staff

Friday,
October 12, 2018

Westin Harbour Castle

Pier 2&3 Room

1 Harbour Square,
Toronto ON
M5J 1A6

7:30 am - 8:30 am

8:30 am - 8:45 am

8:45 am - 10:00 am

10:00 am - 10:20 am

10:20 am – 12:00 pm



Program

Continental Breakfast

Introductions and Opening Remarks

Contract Academic Staff Profile and Review of the Unions' Narrative

- Understanding the union perspective – a review of the ANSUT (Association of Nova Scotia University Teachers) and CUPE 2016 Report, the profile and conclusions reached about Contract Academic Staff.
- FBS Presentation on the findings of the recent Council of Ontario Universities Report (Representatives from COU in attendance to answer questions)
- Summary of the Guy Standing article and the OISE Paper
- Contract Academic Staff and the university business model

Break

Presentations

- What are the legal parameters and has anything changed? Perspectives from **John Brooks**, Hicks Morley and **Michael Sherrard**, Sherrard Kuzz.
- Lessons learned from the 2017 Ontario Colleges Strike, **Don Sinclair**, Chief Executive Officer, College Employer Council

12:00 pm - 1:00 pm

1:00 pm - 3:00 pm

3:00 pm - 3:20 pm

3:20 pm - 4:10 pm

4:10 pm - 4:30 pm

Lunch

Definitions and Key Principles

Discussion Leaders from University of Toronto and McMaster University :
Participants are asked to share their thoughts, opinions, and experience. Some of the questions that will be considered are:

- With what portion of the Union narrative do we disagree or agree?
- What do we mean by contract and part-time academic work?
- Can we agree on a definition(s)?
- What is precarious employment?
- Do we have deliberately precarious employment?
- Is it our duty to determine whether a part-time employee is engaging in precarious employment?
- In principle, is it acceptable to engage in deliberately precarious employment or do we agree with the union exploitation proposition?
- Is there a difference in the circumstances of the employees between an Ontario College part-time instructor and a university one?

Break

Facilitated Discussion: How Universities Should Respond to the Unions' Narrative

- Should the proposition "Equal Pay for Equal Work" apply to contract and part-time academic staff?
- Should universities agree to part-time to full-time conversions and/or priority hiring arrangements?
- Impact of CAUT/CUPE's political action agenda. How to respond? Should governments use the Ontario College/OPSEU Task Force model for universities?
- What is the best strategy with respect to this issue at the table and by the institution?
- Can we agree as a sector on a set of common principles?

Bringing it Together: Summary, Conclusions and Possible Next Steps

