

## Why has Management forced a strike at Ontario's 24 Colleges?

*Management implies that this strike is about nothing but self-indulgent faculty—everything's fine.*

- **The fact is the Vision 2000, Rae and recent ACAATO reports all said things are not fine. A key area is workload issues regarding teaching. Our proposals address these issues in a fair, progressive way.**

*Management says quality education requires "balanced investment".*

- **The fact is management's investment in full-time faculty has resulted in a 22% decrease in full-time faculty from 1990-2004 while student enrolment increased by 85%. At our college "balanced investment" means 1 manager for every 3 full-time faculty members.**

*Management keeps saying salary levels are an important issue.*

- **The fact is management and the union have both agreed in principle to position college faculty midway between the highest paid high school teachers and the lowest paid university teachers. Besides, wasn't the college presidents' increase 20% over the last two years?**

*Management says the workload of faculty will be 14 classroom hours per week.*

- **A comparable statement might be that managers' workload consists of 15 committee-meeting hours per week.**
- **The fact is management ignores that teaching involves preparation, evaluation, communicating with students, research, tutoring, professional development, committee work and much more, not just classroom teaching. It's all part of the work.**

*Management says there are plenty of full-time faculty—one for every 23 students and they are going to hire more.*

- **1 for 23 is a stunning 'fact' we'd like management to explain publicly, along with its relation to the class sizes we actually face**
- **The fact is non-full-time faculty do 40.2% of the teaching work in our colleges.**
- **As for hiring more, the number of full-time faculty has been decreasing in recent years. But the number of times management has promised to hire more has been increasing.**

*This message is from the faculty, librarians and counsellors of George Brown College.*