

Tuesday, October 4, 2011

To: Don Sinclair, President & CEO, College Employer Council
Chair, Administrative Consultative Committee (ACC)

Copy ACC Members: Don Lovisa, President, Durham College
Maureen Piercy, Loyalist College
Cathy Brown, HR Director, Georgian College
Linda Franklin, President & CEO, Colleges Ontario
Mary Hofweller, Director, Benefits and Compensation, CEC

From: Rick Helman, President, OCASA

Re: Post Strike Recognition of Administrative Staff

Sent via Email

In the wake of the work stoppage by full-time Support Staff in the colleges, it seems appropriate that colleges recognize the efforts of their Administrative Staff to allow the colleges to open and welcome students on schedule. Across the system, many administrators worked long hours, often including weekends, juggling their normal responsibilities plus filling in wherever needed to try to provide critical service and assistance to students.

Now that the work stoppage has ended, and things have begun to return to normal, OCASA is recommending that college Presidents consider recognizing their administrators for their professionalism and commitment, as demonstrated during the strike period. There are a number of ways that might be done, and we are aware that some colleges have already been proactive in this regard (for example, overtime compensation). While we recognize that colleges will decide based on their unique environments, we do suggest that it be done in a meaningful, substantive way. This is also a good time to check in with your Administrative Staff association if you have one.

In this context, however, it is important to bear in mind that, in recent years, administrators have been asked again and again to do more with less; to deal with increased workloads and broadened responsibilities. The additional demands during the strike were added to already busy schedules and long working days; in pitching in to keep the colleges operating many deferred other duties, and in the weeks following the settlement will spend additional time and effort getting caught up.

It is also relevant that administrators have been caught by Public Sector Wage Restraint and have had their salaries rates frozen while Faculty and Support colleagues have continued to enjoy regular increases.

Given this combination of factors, it seems more than desirable that colleges recognize and thank their administrators for their extraordinary performance. This recent situation is clearly unique and unprecedented. We believe college administrators have more than demonstrated their professionalism, commitment, and dedication to students throughout, with no anticipation of reward except, perhaps, a “job well done”. However, this is a time when a more meaningful expression of the colleges’ recognition and gratitude would be quite appropriate and appreciated.

A handwritten signature in black ink, appearing to read "RH", with a long horizontal flourish extending to the right.

Rick Helman
OCASA President