



# Academic Bargaining 2021

## College Proposal – M09

### Housekeeping



Presented by:  
The College Employer Council  
(on behalf of the Colleges of Applied Arts and  
Technology)

To:  
The Ontario Public Service Employees Union  
(for CAAT Academic Employees)

September 15, 2021

## M08 - Housekeeping

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### Equity

Throughout the collective agreement replace "his or her" with "their" and "he or she" with "they"

*Amend the Agreement to replace gendered and binary language*

### Incorporation of Kaplan Award

#### **Amend Article 14.01 A to read:**

**14.04 A** Persons who teach over six and up to and including 12 hours per week on a regular basis shall be referred to as "partial-load" employees. They shall ~~not receive salary or vacation but~~ be paid for the performance of each teaching hour at an hourly rate in accordance with the rates set out in Article 26, Partial-Load Employees.

*Changes awarded by Arbitrator Kaplan in decision of October 28, 2019*

#### **Add Article 26.02 C NEW**

**26.02 C Entitlement to any vacation time will be provided in accordance with the *Employment Standards Act, 2000.***

#### **Amend Article 21.01 to Read**

**21.01** Both parties to this Agreement recognize the over-riding professional responsibility to the students. Leaves of absence as provided in this Article will therefore be scheduled where possible to ensure a minimum of disruption to the educational programs of the College. Reasonable notice shall be given to the supervisor concerned ~~**It is understood that leaves under Article 21, Leaves of Absence, or under Article 17, Short-Term Disability Plan (STD), that are for the purpose of dealing with the death, illness, injury, or medical emergency of a person referred to in 21.04 or are for personal illness, injury, or medical emergency should be credited towards the emergency leave provisions of the *Employment Standards Act, S.O. 2001.***~~

**Leaves of Absence referenced in the *Employment Standards Act, S.O. 2000*, and listed below, are available to employees in accordance with and subject to the provisions of the *Act*.**  
**Sick Leave**

**Family Responsibility Leave**  
**Bereavement Leave**  
**Family Medical Leave**  
**Domestic or Sexual Violence Leave**  
**Child Death Leave**  
**Crime-Related Child Disappearance Leave**  
**Critical Illness Leave**  
**Family Caregiver Leave**  
**Organ Donor Leave**  
**Reservist Leave**

**Change of Name CEC (College Employer Council)**

Throughout the body of the collective agreement replace "Council" with "CEC"

**The CEC reserves the right to add to or to modify these proposals during the course of bargaining.**