



COLLEGE
EMPLOYER
COUNCIL

CONSEIL DES
EMPLOYEURS
DES COLLÈGES

College Employer Council M13 Proposal



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 25, 2024

26.03 B
CEC does not agree with OPSEU's proposal

There are a number of circumstances where course offerings change less than one week before the start of a given employee's contract. For example if, due to a full-time faculty's sudden illness or injury they cannot teach their courses, or enrollment fluctuates, or a partial-load faculty advises they are no longer available to teach their courses, these types of situations could result in the College being required to modify the staffing of course offerings and issuing contracts less than one week prior to the start, or even after the start of a semester.

CEC makes the following counter-proposal

The College shall endeavour to issue all contracts **at least one week** prior to the start of the contract **when feasible to do so**. The College shall, upon the initial hiring of a partial-load teacher in the bargaining unit, forward a copy of the initial step placement calculation to the Union Local President.

26.03 D
CEC does not agree with OPSEU's proposal

Based on the rationale above, OPSEU's proposal is punitive to the Colleges for reasons beyond their control.

26.09
CEC does not agree with OPSEU's proposal

The long-standing requirement in labour relations and employment standards legislation is that employees work the scheduled days before and after the holiday concerned in order to be eligible for holiday pay.

26.10 D
CEC does not agree with OPSEU's proposal and maintains its proposal in M11

26.10 E
CEC does not agree with OPSEU's proposal and maintains its proposal in M11

26.10 F

CEC does not agree with OPSEU's proposal and maintains its proposal in M11

Since the pandemic, College enrollments have been highly volatile. For example, changes made over the past year to policies impacting international student enrolments have already resulted in measurable drops in those enrollments. The recent IRRC announcement will result in further challenges. Colleges have entered a period of increasing instability.

26.11

CEC does not agree with OPSEU's 26.11 A through G proposals

OPSEU's proposal is operationally unworkable and cost-prohibitive.

Colleges require flexibility in the assignment of workload to other than full-time teachers. Placing increased restrictions on how work is assigned to individuals in the partial-load category would create additional administrative bottle necks due to the periodic and fluctuating nature of the related work. This would exacerbate challenges and related delays in the assignment of partial-load contracts.

However, we recognize the feedback received via the Flaherty Workload Taskforce and submit the following proposal to address concerns that were raised. This proposal is contingent on the parties reaching agreement regarding amendments to Article 11 as proposed in M12.

CEC makes the following counter-proposal

NEW

26.02 C

Where a partial-load employee is assigned a course in a Multi-Modal Flexible Mode of Delivery, as defined in 11.01 B 3, the hourly rate paid in relation to that course shall be at one step level above the applicable hourly rate calculated in accordance with 26.02 A.

26.11 H
CEC agrees with OPSEU's proposal

NEW

The partial-load employee may be reimbursed for costs associated with professional development, as approved by their supervisor or other body established by the College to deal with allocating resources made available for this purpose.

26.11 I
CEC does not agree

Hours for mandatory training are not TCH under the *Colleges Collective Bargaining Act*. Colleges have other mechanisms for acknowledging and remunerating mandatory training.

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