



COLLEGE  
**EMPLOYER**  
COUNCIL

CONSEIL DES  
**EMPLOYEURS**  
DES COLLÈGES



# Academic Bargaining 2024 College Proposal – M14 Monetary Proposals

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

**MONETARY PROPOSALS**

**Compensation Adjustments:**

**(ATB = across-the-board to all salary steps)**

- 2% ATB (Date of Ratification)
- 2% ATB (October 1, 2025)
- 2% ATB (October 1, 2026)
- 2% ATB (October 1, 2027)

**14.03 A 1**

**CEC does not agree with OPSEU’s proposal**

**CEC makes the following counter proposals**

(a) The following table indicates the annual base salary paid at each step on the Salary Schedule to full-time Professors, Counsellors and Librarians.

STEP LEVEL	<u>2% Effective [Ratification Date]</u>	<u>2% Effective October 1, 2025</u>	<u>2% Effective October 1, 2026</u>	<u>2% Effective October 1, 2027</u>
Step 5	<b><u>\$74,541</u></b>	<b><u>\$76,032</u></b>	<b><u>\$77,553</u></b>	<b><u>\$79,104</u></b>
Step 6	<b><u>\$77,965</u></b>	<b><u>\$79,524</u></b>	<b><u>\$81,114</u></b>	<b><u>\$82,736</u></b>
Step 7	<b><u>\$81,386</u></b>	<b><u>\$83,014</u></b>	<b><u>\$84,674</u></b>	<b><u>\$86,367</u></b>
Step 8	<b><u>\$84,807</u></b>	<b><u>\$86,503</u></b>	<b><u>\$88,233</u></b>	<b><u>\$89,998</u></b>
Step 9	<b><u>\$88,227</u></b>	<b><u>\$89,992</u></b>	<b><u>\$91,792</u></b>	<b><u>\$93,628</u></b>
Step 10	<b><u>\$91,648</u></b>	<b><u>\$93,481</u></b>	<b><u>\$95,351</u></b>	<b><u>\$97,258</u></b>
Step 11	<b><u>\$95,069</u></b>	<b><u>\$96,970</u></b>	<b><u>\$98,909</u></b>	<b><u>\$100,887</u></b>
Step 12	<b><u>\$98,491</u></b>	<b><u>\$100,461</u></b>	<b><u>\$102,470</u></b>	<b><u>\$104,519</u></b>
Step 13	<b><u>\$101,914</u></b>	<b><u>\$103,952</u></b>	<b><u>\$106,031</u></b>	<b><u>\$108,152</u></b>
Step 14	<b><u>\$105,334</u></b>	<b><u>\$107,441</u></b>	<b><u>\$109,590</u></b>	<b><u>\$111,782</u></b>
Step 15	<b><u>\$108,758</u></b>	<b><u>\$110,933</u></b>	<b><u>\$113,152</u></b>	<b><u>\$115,415</u></b>
Step 16	<b><u>\$112,168</u></b>	<b><u>\$114,411</u></b>	<b><u>\$116,699</u></b>	<b><u>\$119,033</u></b>
Step 17	<b><u>\$115,581</u></b>	<b><u>\$117,893</u></b>	<b><u>\$120,251</u></b>	<b><u>\$122,656</u></b>
Step 18	<b><u>\$118,990</u></b>	<b><u>\$121,370</u></b>	<b><u>\$123,797</u></b>	<b><u>\$126,273</u></b>
Step 19	<b><u>\$122,402</u></b>	<b><u>\$124,850</u></b>	<b><u>\$127,347</u></b>	<b><u>\$129,894</u></b>
Step 20	<b><u>\$125,813</u></b>	<b><u>\$128,329</u></b>	<b><u>\$130,896</u></b>	<b><u>\$133,514</u></b>
Step 21	<b><u>\$129,222</u></b>	<b><u>\$131,806</u></b>	<b><u>\$134,442</u></b>	<b><u>\$137,131</u></b>
<b><u>Step 22</u></b>	<b><u>\$132,711</u></b>	<b><u>\$135,365</u></b>	<b><u>\$138,072</u></b>	<b><u>\$140,833</u></b>

## Maximum Salary Table

- (b) The following table indicates the maximum salary level attainable by an employee based on that employee's relevant formal education levels and equivalencies.

Maximum Step Level Attainable	Required Qualifications
<b><u>Step 22</u></b>	<b><u>A minimum of a Doctorate degree such as a Doctor of Philosophy, Nursing or Education</u></b>
Step 21	A minimum of a 4-year Canadian Baccalaureate Degree or equivalent; CGA; P.Eng.; CA; CMA (formerly RIA)
Step 19	3-year CAAT Diploma or General Pass University Degree or Certified Journeyman holding equivalent qualifications*
Step 18	2-year CAAT Diploma or Certified Journeyman
Step 17	1-year post-secondary certificate
Step 16	No formal post-secondary diploma, certificate or degree

NOTE: Formal educational qualifications not specified above will be subject to evaluation by the Joint Educational Qualifications Subcommittee, as described in Appendix II.

\* Equivalent qualifications for a certified Journeyman or someone treated as such, shall mean the successful completion of five full-year CAAT courses at the technologists level of which two are directly related to the individual's area of expertise, or the equivalent. The course of study leading to equivalent qualifications for a certified Journeyman or someone treated as such, shall be approved in advance by the College.

### The CEC makes the following proposal

#### 14.03 A 2

- (a) Annual increments to the control point are based on experience, at the rate of one step for each completed year on-the-job experience. Above the control point, but not beyond the maximum, one step will be granted where performance in the past year was satisfactory. For the purposes of this paragraph the following shall be considered as on-the-job experience: leave for union activities, paid leave of absence, secondment.
- (b) The following table indicates the control point relevant for an employee based on the maximum base salary level that employee may attain in the salary schedule. The control point relevant to full-time instructors is contained within the wage schedule 14.03 A 2 (c).

Maximum Step Attainable	Effective October 1, 2021	Effective October 1, 2022	Effective October 1, 2023	<b><u>Effective October 1, 2024</u></b>
Step 16	Step 10	Step 10	Step 10	<b><u>Step 10</u></b>
Step 17	Step 11	Step 11	Step 11	<b><u>Step 11</u></b>
Step 18	Step 11	Step 11	Step 11	<b><u>Step 11</u></b>
Step 19	Step 12	Step 12	Step 12	<b><u>Step 12</u></b>
Step 20				
Step 21	Step 13	Step 13	Step 13	<b><u>Step 13</u></b>
<b><u>Step 22</u></b>				<b><u>Step 14</u></b>

**Salary Schedules for Full-Time Instructors**

(c) The following table indicates the annual base salary paid at each step on the Salary Schedule to full-time Instructors.

STEP LEVEL	<b><u>2% Effective [Ratification Date]</u></b>	<b><u>2% Effective October 1, 2025</u></b>	<b><u>2% Effective October 1, 2026</u></b>	<b><u>2% Effective October 1, 2027</u></b>
<b>Minimum</b>	<b><u>\$49,037</u></b>	<b><u>\$50,018</u></b>	<b><u>\$51,018</u></b>	<b><u>\$52,038</u></b>
<b>Step 1</b>	<b><u>\$52,464</u></b>	<b><u>\$53,513</u></b>	<b><u>\$54,583</u></b>	<b><u>\$55,675</u></b>
<b>Step 2</b>	<b><u>\$55,880</u></b>	<b><u>\$56,998</u></b>	<b><u>\$58,138</u></b>	<b><u>\$59,301</u></b>
<b>Step 3</b>	<b><u>\$59,300</u></b>	<b><u>\$60,486</u></b>	<b><u>\$61,696</u></b>	<b><u>\$62,930</u></b>
<b>Step 4</b>	<b><u>\$62,724</u></b>	<b><u>\$63,978</u></b>	<b><u>\$65,258</u></b>	<b><u>\$66,563</u></b>
<b>Step 5</b>	<b><u>\$66,144</u></b>	<b><u>\$67,467</u></b>	<b><u>\$68,816</u></b>	<b><u>\$70,192</u></b>
<b>Step 6</b>	<b><u>\$69,565</u></b>	<b><u>\$70,956</u></b>	<b><u>\$72,375</u></b>	<b><u>\$73,823</u></b>
<b>Step 7</b>	<b><u>\$72,987</u></b>	<b><u>\$74,447</u></b>	<b><u>\$75,936</u></b>	<b><u>\$77,455</u></b>
<b>Step 8</b>	<b><u>\$76,409</u></b>	<b><u>\$77,937</u></b>	<b><u>\$79,496</u></b>	<b><u>\$81,086</u></b>
<b>Step 9</b>	<b><u>\$79,831</u></b>	<b><u>\$81,428</u></b>	<b><u>\$83,057</u></b>	<b><u>\$84,718</u></b>
<b>Step 10</b>	<b><u>\$83,253</u></b>	<b><u>\$84,918</u></b>	<b><u>\$86,616</u></b>	<b><u>\$88,348</u></b>

**19.04**

**CEC does not agree with OPSEU’s proposal  
CEC makes the following counter-proposal**

*Effective October 1, 2025*

**19.04**

The College shall pay 75% of the premiums for a Vision Care Plan providing coverage for full-time employees to a maximum of \$400 ~~\$475~~ each two years, per person 18 years of age and over, and \$400 ~~\$475~~ each one year per person under 18 years of age, for glasses, frames, contact lenses, and refractive surgery, subject to eligibility requirements and enrolment requirements. The balance of the premiums shall be paid by payroll deduction.

**19.05**

**CEC does not agree with OPSEU’s proposal  
CEC makes the following counter-proposal**

*Effective 90 days post-ratification*

**19.05**

The College shall pay 75% of the premiums for full-time employees for a Hearing Care Plan providing coverage to a maximum of \$3,000 ~~\$3,500~~ each three years, per person, subject to eligibility requirements and enrolment requirements. The balance of the premiums shall be paid by payroll deductions

**19.09**

**CEC does not agree with OPSEU’s proposal**

**26.04**

**CEC does not agree with OPSEU’s proposal. CEC’s salary proposal is listed above and outlined in the following salary tables.**

**Post-Secondary Partial-Load Professors**

STEP LEVEL	<b><u>2% Effective [Ratification Date]</u></b>	<b><u>2% Effective October 1, 2025</u></b>	<b><u>2% Effective October 1, 2026</u></b>	<b><u>2% Effective October 1, 2027</u></b>
Step 5	<b><u>\$99.59</u></b>	<b><u>\$101.58</u></b>	<b><u>\$103.61</u></b>	<b><u>\$105.68</u></b>
Step 6	<b><u>\$104.17</u></b>	<b><u>\$106.25</u></b>	<b><u>\$108.38</u></b>	<b><u>\$110.55</u></b>
Step 7	<b><u>\$108.74</u></b>	<b><u>\$110.91</u></b>	<b><u>\$113.13</u></b>	<b><u>\$115.39</u></b>
Step 8	<b><u>\$113.31</u></b>	<b><u>\$115.58</u></b>	<b><u>\$117.89</u></b>	<b><u>\$120.25</u></b>
Step 9	<b><u>\$117.90</u></b>	<b><u>\$120.26</u></b>	<b><u>\$122.67</u></b>	<b><u>\$125.12</u></b>
Step 10	<b><u>\$122.44</u></b>	<b><u>\$124.89</u></b>	<b><u>\$127.39</u></b>	<b><u>\$129.94</u></b>
Step 11	<b><u>\$127.02</u></b>	<b><u>\$129.56</u></b>	<b><u>\$132.15</u></b>	<b><u>\$134.79</u></b>
Step 12	<b><u>\$131.60</u></b>	<b><u>\$134.23</u></b>	<b><u>\$136.91</u></b>	<b><u>\$139.65</u></b>
Step 13	<b><u>\$136.15</u></b>	<b><u>\$138.87</u></b>	<b><u>\$141.65</u></b>	<b><u>\$144.48</u></b>
Step 14	<b><u>\$140.74</u></b>	<b><u>\$143.55</u></b>	<b><u>\$146.42</u></b>	<b><u>\$149.35</u></b>
Step 15	<b><u>\$145.30</u></b>	<b><u>\$148.21</u></b>	<b><u>\$151.17</u></b>	<b><u>\$154.19</u></b>
Step 16	<b><u>\$149.87</u></b>	<b><u>\$152.87</u></b>	<b><u>\$155.93</u></b>	<b><u>\$159.05</u></b>
Step 17	<b><u>\$154.46</u></b>	<b><u>\$157.55</u></b>	<b><u>\$160.70</u></b>	<b><u>\$163.91</u></b>
Step 18	<b><u>\$159.02</u></b>	<b><u>\$162.20</u></b>	<b><u>\$165.44</u></b>	<b><u>\$168.75</u></b>
Step 19	<b><u>\$163.60</u></b>	<b><u>\$166.87</u></b>	<b><u>\$170.21</u></b>	<b><u>\$173.61</u></b>
Step 20	<b><u>\$168.19</u></b>	<b><u>\$171.55</u></b>	<b><u>\$174.98</u></b>	<b><u>\$178.48</u></b>
Step 21	<b><u>\$172.77</u></b>	<b><u>\$176.23</u></b>	<b><u>\$179.75</u></b>	<b><u>\$183.35</u></b>
<b><u>Step 22</u></b>	<b><u>\$177.43</u></b>	<b><u>\$180.98</u></b>	<b><u>\$184.60</u></b>	<b><u>\$188.29</u></b>

**Non Post-Secondary Partial-Load Professors**

STEP LEVEL	<b><u>2% Effective [Ratification Date]</u></b>	<b><u>2% Effective October 1, 2025</u></b>	<b><u>2% Effective October 1, 2026</u></b>	<b><u>2% Effective October 1, 2027</u></b>
Step 5	<b><u>\$89.62</u></b>	<b><u>\$91.41</u></b>	<b><u>\$93.24</u></b>	<b><u>\$95.10</u></b>
Step 6	<b><u>\$93.78</u></b>	<b><u>\$95.66</u></b>	<b><u>\$97.57</u></b>	<b><u>\$99.52</u></b>
Step 7	<b><u>\$97.85</u></b>	<b><u>\$99.81</u></b>	<b><u>\$101.81</u></b>	<b><u>\$103.85</u></b>
Step 8	<b><u>\$101.98</u></b>	<b><u>\$104.02</u></b>	<b><u>\$106.10</u></b>	<b><u>\$108.22</u></b>
Step 9	<b><u>\$106.09</u></b>	<b><u>\$108.21</u></b>	<b><u>\$110.37</u></b>	<b><u>\$112.58</u></b>
Step 10	<b><u>\$110.20</u></b>	<b><u>\$112.40</u></b>	<b><u>\$114.65</u></b>	<b><u>\$116.94</u></b>
Step 11	<b><u>\$114.33</u></b>	<b><u>\$116.62</u></b>	<b><u>\$118.95</u></b>	<b><u>\$121.33</u></b>
Step 12	<b><u>\$118.43</u></b>	<b><u>\$120.80</u></b>	<b><u>\$123.22</u></b>	<b><u>\$125.68</u></b>
Step 13	<b><u>\$122.56</u></b>	<b><u>\$125.01</u></b>	<b><u>\$127.51</u></b>	<b><u>\$130.06</u></b>
Step 14	<b><u>\$126.67</u></b>	<b><u>\$129.20</u></b>	<b><u>\$131.78</u></b>	<b><u>\$134.42</u></b>
Step 15	<b><u>\$130.76</u></b>	<b><u>\$133.38</u></b>	<b><u>\$136.05</u></b>	<b><u>\$138.77</u></b>
Step 16	<b><u>\$134.90</u></b>	<b><u>\$137.60</u></b>	<b><u>\$140.35</u></b>	<b><u>\$143.16</u></b>
Step 17	<b><u>\$139.01</u></b>	<b><u>\$141.79</u></b>	<b><u>\$144.63</u></b>	<b><u>\$147.52</u></b>
Step 18	<b><u>\$143.13</u></b>	<b><u>\$145.99</u></b>	<b><u>\$148.91</u></b>	<b><u>\$151.89</u></b>
Step 19	<b><u>\$147.26</u></b>	<b><u>\$150.21</u></b>	<b><u>\$153.21</u></b>	<b><u>\$156.27</u></b>
Step 20	<b><u>\$153.21</u></b>	<b><u>\$156.27</u></b>	<b><u>\$159.40</u></b>	<b><u>\$162.59</u></b>
Step 21	<b><u>\$159.16</u></b>	<b><u>\$162.34</u></b>	<b><u>\$165.59</u></b>	<b><u>\$168.90</u></b>
<b><u>Step 22</u></b>	<b><u>\$163.46</u></b>	<b><u>\$166.73</u></b>	<b><u>\$170.06</u></b>	<b><u>\$173.46</u></b>

**Post-Secondary Partial-Load Instructors**

STEP LEVEL	<b><u>2% Effective [Ratification Date]</u></b>	<b><u>2% Effective October 1, 2025</u></b>	<b><u>2% Effective October 1, 2026</u></b>	<b><u>2% Effective October 1, 2027</u></b>
Minimum	<b><u>\$65.50</u></b>	<b><u>\$66.81</u></b>	<b><u>\$68.15</u></b>	<b><u>\$69.51</u></b>
Step 1	<b><u>\$70.10</u></b>	<b><u>\$71.50</u></b>	<b><u>\$72.93</u></b>	<b><u>\$74.39</u></b>
Step 2	<b><u>\$74.65</u></b>	<b><u>\$76.14</u></b>	<b><u>\$77.66</u></b>	<b><u>\$79.21</u></b>

Step 3	<b><u>\$79.23</u></b>	<b><u>\$80.81</u></b>	<b><u>\$82.43</u></b>	<b><u>\$84.08</u></b>
Step 4	<b><u>\$83.79</u></b>	<b><u>\$85.47</u></b>	<b><u>\$87.18</u></b>	<b><u>\$88.92</u></b>
Step 5	<b><u>\$88.39</u></b>	<b><u>\$90.16</u></b>	<b><u>\$91.96</u></b>	<b><u>\$93.80</u></b>
Step 6	<b><u>\$92.95</u></b>	<b><u>\$94.81</u></b>	<b><u>\$96.71</u></b>	<b><u>\$98.64</u></b>
Step 7	<b><u>\$97.50</u></b>	<b><u>\$99.45</u></b>	<b><u>\$101.44</u></b>	<b><u>\$103.47</u></b>
Step 8	<b><u>\$102.06</u></b>	<b><u>\$104.10</u></b>	<b><u>\$106.18</u></b>	<b><u>\$108.30</u></b>
Step 9	<b><u>\$106.61</u></b>	<b><u>\$108.74</u></b>	<b><u>\$110.91</u></b>	<b><u>\$113.13</u></b>
Step 10	<b><u>\$111.23</u></b>	<b><u>\$113.45</u></b>	<b><u>\$115.72</u></b>	<b><u>\$118.03</u></b>

### Non Post-Secondary Partial-Load Instructors

STEP LEVEL	<b><u>2% Effective [Ratification Date]</u></b>	<b><u>2% Effective October 1, 2025</u></b>	<b><u>2% Effective October 1, 2026</u></b>	<b><u>2% Effective October 1, 2027</u></b>
Minimum	<b><u>\$58.95</u></b>	<b><u>\$60.13</u></b>	<b><u>\$61.33</u></b>	<b><u>\$62.56</u></b>
Step 1	<b><u>\$63.07</u></b>	<b><u>\$64.33</u></b>	<b><u>\$65.62</u></b>	<b><u>\$66.93</u></b>
Step 2	<b><u>\$67.18</u></b>	<b><u>\$68.52</u></b>	<b><u>\$69.89</u></b>	<b><u>\$71.29</u></b>
Step 3	<b><u>\$71.31</u></b>	<b><u>\$72.74</u></b>	<b><u>\$74.19</u></b>	<b><u>\$75.67</u></b>
Step 4	<b><u>\$75.39</u></b>	<b><u>\$76.90</u></b>	<b><u>\$78.44</u></b>	<b><u>\$80.01</u></b>
Step 5	<b><u>\$79.52</u></b>	<b><u>\$81.11</u></b>	<b><u>\$82.73</u></b>	<b><u>\$84.38</u></b>
Step 6	<b><u>\$83.64</u></b>	<b><u>\$85.31</u></b>	<b><u>\$87.02</u></b>	<b><u>\$88.76</u></b>
Step 7	<b><u>\$87.74</u></b>	<b><u>\$89.49</u></b>	<b><u>\$91.28</u></b>	<b><u>\$93.11</u></b>
Step 8	<b><u>\$91.87</u></b>	<b><u>\$93.71</u></b>	<b><u>\$95.58</u></b>	<b><u>\$97.49</u></b>
Step 9	<b><u>\$95.96</u></b>	<b><u>\$97.88</u></b>	<b><u>\$99.84</u></b>	<b><u>\$101.84</u></b>
Step 10	<b><u>\$100.12</u></b>	<b><u>\$102.12</u></b>	<b><u>\$104.16</u></b>	<b><u>\$106.24</u></b>

### 26.06 A through D

CEC does not agree with OPSEU's proposals

### CLASSIFICATION PLAN FOR PROFESSORS AND COUNSELLORS AND LIBRARIANS

CEC notes the following housekeeping correction that needs to be made.

#### 1 B) Relevant Formal Qualifications

Formal qualifications are those which constitute the norm in institutions of post-secondary education in the Province of Ontario. Only full years of post-secondary education at successively higher levels, and leading to a diploma, professional accreditation or degree, are recognized. For example, a graduate of a three-year



technology program in a College would be given 1½ points for each of the three years, regardless of the length of time actually spent by the individual in obtaining the diploma.

No credit is to be given for a year of study in which there was significant duplication of other studies. Therefore only the highest qualification will be used in computation unless the subject areas are from different disciplines and all relevant to the appointment.

- CAAT Diploma or Post-Secondary Certificate -  
per year (level) completed: 1½ points  
(Maximum of 4 years)
- University Degree - per year (level) completed: 1½ points  
(Maximum of ~~6~~7 years)
- Formal integrated work/study program such as  
P.Eng., CA, CGA, CMA (formerly RIA),  
Certified Journeyman -  
per year (level) completed: 1½ points  
(Maximum of 5 years)

The maximum credit for formal qualifications shall be six (6) years. For employees hired after October 1, 2017, the maximum credit for formal qualifications will be seven (7) years.

(Note that years included herein are not also to be included under Factor A)

### **Remainder of section 1. remains unchanged**

### **CEC makes the following proposal**

#### **2. PROGRESSION FACTORS**

As per 14.03 A 2 (a), (b) and (c) annual base salary step increments up to and including the appropriate control point of the applicable salary schedule are based upon experience. Above the control point and up to the employee's maximum attainable salary step, annual base salary step increments are based on the employee's performance.

	<b>Step Value</b>
A) <b>Experience</b> - to control point	1 step per year
B) <b>Performance</b> - above control point where performance satisfactory	1 step per year
C) <b>Further Formal Education</b> - where prior approval given by the College	1 step for each completed year at the post-secondary level - on the basis of the explanatory notes set out in Section B of the Appointment Factors on pages 133-134.  Note: No credit will be given where to do so would reduce total progression time to the appropriate maximum to less than 4 years.

**Special Note to Raters:**

If a given individual's qualifications and experience are such that the College concerned considers that person to be particularly important to its program but the salary as established by the plan is inadequate, the College may grant up to ~~five (5)~~ **seven (7)** additional steps on appointment provided the resultant rate does not place the individual above the maximum salary.

Should the College consider that a higher starting salary is required, for those employees hired after December 20, 2017, the College shall seek the consent of the Union, which shall not be unreasonably withheld.

**SECTION II**

**CLASSIFICATION PLAN FOR INSTRUCTORS**

**CEC notes the following housekeeping correction that needs to be made.**

**1.B) Relevant Formal Qualifications**

Formal qualifications are those which constitute the norm in institutions of post-secondary education in the Province of Ontario. Only full years of post-secondary education at successively higher levels, and leading to a diploma, professional accreditation or degree, are recognized. For example, a graduate of a three-year technology program in a College would be given 1½ points for each of the three years, regardless of the length of time actually spent by the individual in obtaining the diploma.

No credit is to be given for a year of study in which there was significant duplication of other studies. Therefore, only the highest qualification will be used in computation

unless the subject areas are from different disciplines and all relevant to the appointment.

- CAAT Diploma or Post-Secondary Certificate -  
per year (level) completed: 1½ points  
(Maximum of 4 years)
- University Degree - per year (level) completed: 1½ points  
(Maximum of 6 7 years)
- Formal integrated work/study program such as  
P.Eng., CA, CGA, CMA (formerly RIA),  
Certified Journeyman -  
per year (level) completed: 1½ points  
(Maximum of 5 years)

The maximum credit for formal qualifications shall be six (6) years. For employees hired after October 1, 2017, the maximum credit for formal qualifications will be seven (7) years.

(Note that years included herein are not also to be included under Factor A)

**Remainder of section 1. remains unchanged**

**CEC makes the following proposal**

**2. PROGRESSION FACTORS**

As per 14.03 A 2 (a), (b) and (c) annual base salary step increments up to and including the appropriate control point of the applicable salary schedule are based upon experience. Above the control point and up to the employee's maximum attainable salary step, annual base salary step increments are based on the employee's performance.

	<b>Step Value</b>
A) <b>Experience</b> - to control point	1 step per year
B) <b>Performance</b> - above control point where performance satisfactory	1 step per year
C) <b>Further Formal Education</b> - where prior approval given by the College	1 step for each completed year at the post-secondary level - on the basis of the explanatory notes set out in Section B of the Appointment Factors on pages 133-134.  Note: No credit will be given where to do so would reduce total progression time to the appropriate maximum to less than 4 years.

**Special Note to Raters:**

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Should the College consider that a higher starting salary is required, for those employees hired after December 20, 2017, the College shall seek the consent of the Union, which shall not be unreasonably withheld.

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