



COLLEGE
EMPLOYER
COUNCIL

CONSEIL DES
EMPLOYEURS
DES COLLÈGES

Academic Bargaining 2024

Non-Monetary College Proposal – M6

APPENDIX VIII



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)

July 29, 2024

APPENDIX VIII

New Appendix VIII

Appendix VIII **Extended Leave Replacement for Counsellors and Librarians**

- 1. An employee under this Appendix may be assigned to replace a full-time counsellor or librarian on a leave of absence for more than 12 months but not more than 24 months.**
- 2. An employee under this Appendix shall be subject to the deduction and remittance of union dues, as provided in Article 10.01 of the Agreement.**
- 3. Prior to the commencement of employment, the Union shall be notified of the start and end dates of the assignment.**
- 4. The employee shall be paid the applicable step rate as outlined in Article 14.03 A 1.**
- 5. The employee may be released upon two weeks' written notice and shall resign by giving two weeks' written notice.**
- 6. Employees covered by this Appendix are entitled to utilize the grievance procedure to enforce the rights contained in this Appendix.**
- 7. No other provision of the Collective Agreement shall apply to Appendix VIII employees unless otherwise stated in this Appendix.**

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