



Academic Bargaining 2024

CEC Response to OPSEU's U1 & U2 Non-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 9, 2024

11.01 G2

CEC does not agree to OPSEU's proposal

It is our view that the current language sufficiently addresses factors such as those enumerated in OPSEU's proposal.

11.02 A 6

CEC does not agree with OPSEU's proposal

WMG is designed to be an expedited process, with the aim of completing its work prior to the start of a SWF period. OPSEU's proposal extends the process significantly and encourages grievances which is contrary to the purpose of a collective agreement.

11.02 D 1

CEC does not agree with this proposal

We do not feel there is a need for this change. The current wording requires that the parties will work together to meet as early as feasible, while acknowledging that there are times where one party will be incapable of meeting within one week.

11.02 D 4

CEC proposes the following change to OPSEU's proposal

Any decision made by a majority of the WMG with respect to an individual workload assignment shall be in writing and shall be communicated by the College to the teacher, the supervisor, the senior academic officer at the College and the Union Local President ~~as soon as possible~~ **within 7 working days** after the decision is arrived at.

OPSEU's original proposal:

Any decision made by a majority of the WMG with respect to an individual workload assignment shall be in writing and shall be communicated by the College to the teacher, the supervisor, the senior academic officer at the College and the Union Local President ~~as soon as possible~~ **within 7 days** after the decision is arrived at.

11.02 E 1

CEC proposes the following change to OPSEU's proposal.

If following a review by the WMG of an individual workload assignment which has been forwarded to the WMG, the matter is not resolved, the teacher shall be so advised in writing **within 7 working days of WMG agreeing the matter will not be resolved** ~~the matter being heard by WMG.~~ The matter may then be referred by the teacher to a WRA provided under the agreement. Failing notification by the WMG within three weeks of the referral of the workload assignment to the WMG, the teacher may refer the matter to the WRA.

OPSEU's original proposal:

If following a review by the WMG of an individual workload assignment which has been forwarded to the WMG, the matter is not resolved, the teacher shall be so advised in writing **within 7 days of the matter being heard by WMG.** The matter may then be referred by the teacher to a WRA provided under the agreement. Failing notification by the WMG within three weeks of the referral of the workload assignment to the WMG, the teacher may refer the matter to the WRA.

11.01 F 3

CEC does not agree with OPSEU's proposal.

CEC's position is that this proposed change pre-empts the work of the proposed CBIS subcommittee.

11.02 F 5

CEC does not agree with OPSEU's proposal.

OPSEU's proposal expands the arbitration process, which is contrary to the goal of this expedited process.

The parties are entitled to determine their representation in a legal process that is binding on the College and on OPSEU.

26.10 D and E

CEC does not agree with OPSEU's proposal.

We are only responding to the Non-monetary elements of your partial-load proposal. We've analyzed your U2 proposals, and the only ones we deem to be non-monetary are 26.10 D and E.

CEC does not agree with OPSEU's proposals contained in 26.10 D and E. In our M11 proposals, we have already put forward changes in 26.10 D and E that we would deem to be acceptable in these areas, and although you have rejected those, that remains our position. We are open to further discussions and/or a counter-proposal from OPSEU.

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