



COLLEGE
EMPLOYER
COUNCIL

CONSEIL DES
EMPLOYEURS
DES COLLÈGES

College Employer Council Response to Union Proposal U-19



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)

October 1, 2024

Article 14

CEC maintains its M14 proposal and its rejection of OPSEU's proposals with respect to Article 14

CEC will not accept retroactivity of any kind unless expressly agreed to in writing.

19.04

CEC rejects OPSEU's proposal and makes the following counterproposal

Effective 90 days post-ratification

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 ~~\$525~~ each two years, per person 18 years of age and over, and \$400 ~~\$525~~ 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 maintains its counter-proposal and does not agree with OPSEU's counter-proposal

19.09

CEC maintains its rejection of OPSEU's proposal

26.04

CEC maintains its counter-proposals in Article 26.04 and its rejection of OPSEU's proposals

26.06 A through D

CEC maintains its rejection of OPSEU's proposals in 26.06

PROGRESSION FACTORS

Union holds

Question: What is the total costing on this proposal?

PROGRESSION FACTORS

Union holds

Question: What is the total costing on this proposal?

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