



COLLEGE
EMPLOYER
COUNCIL

CONSEIL DES
EMPLOYEURS
DES COLLÈGES



College Employer Council Response to Union Proposal U-17

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

26.02 C

CEC maintains its counter-proposal and its rejection OPSEU's proposal

26.03 B

CEC does not agree with OPSEU's counterproposal

CEC makes the following revised counter-proposal

26.03 B The College shall endeavour to issue all contracts **at least one week** prior to the start of the contract. 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.

OPSEU's counter-proposal

26.03 B ~~Unless exceptional circumstances arise, 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.

CEC's proposal maintains OPSEU's proposed timeline. It also recognizes that there are many circumstances beyond the control of the employer that can prevent contracts being issued one week in advance.

26.10 D

CEC makes the following counter-proposal

26.10 D In addition to maintaining a record of a partial-load employee's job experience, the college shall keep a record of the courses that the employee has taught on or after December 20, 2017, in a part-time, partial-load or sessional capacity and the departments/schools where the partial-load employee has taught such courses. An employee may provide the college with evidence of courses that the employee has taught in a part-time, partial-load, or sessional capacity prior to December 20, 2017.

By April 30th in each year, a currently or previously employed partial-load employee must register their interest in being employed as a partial-load employee in the following academic year and the maximum number of teaching contact hours that they are prepared to teach (to a maximum of 12). **An employee hired as partial-load for the first time on or after [Date of Ratification] shall be eligible, once they have obtained 10 service credits calculated in accordance with 26.10 C, to register their interest**

pursuant to this Article. This individual will be considered a registered partial-load employee for the purpose of 26.10 E. For the Fall, Winter, Spring and Summer terms of the 2021-2022 academic year and the Fall 2022 semester, partial-load employees must register no later than October 30, 2021.

~~Upon request, the College will make available~~ **shall provide** to the Union, 4 weeks after April 30th in each year, a list of the partial-load employees who ~~have~~ **are** registered in accordance with this article and the courses which the partial-load employee has taught on or after December 20, 2017, in a part-time, partial-load or sessional capacity.

OPSEU's Original Proposal

26.10 D In addition to maintaining a record of a partial-load employee's job experience, the College shall keep a record of the courses that the employee has taught on or after December 20, 2017, in a part-time, partial-load or sessional capacity and the departments/schools where the partial-load employee has taught such courses. An employee may provide the college with evidence of courses that the employee has taught in a part-time, partial load, or sessional capacity prior to December 20, 2017.

~~By April 30th in each year, a currently or previously employed partial load employee must register their interest in being employed as a partial load employee in the following academic year and the maximum number of teaching contact hours that they are prepared to teach (to a maximum of 12). This individual will be considered a registered partial load employee for the purpose of 26.10 E. For the Fall, Winter, Spring and Summer terms of the 2021-2022 academic year and the Fall 2022 semester, partial load employees must register no later than October 30, 2021.~~

A newly hired partial-load employee shall be automatically enrolled in the partial-load registry. After a partial-load employee has been registered, the registration will remain in effect until the partial-load employee modifies or withdraws their registration. Each partial-load employee shall have the right to modify the maximum number of teaching contact hours that they are prepared to teach (to a maximum of 12) on an annual basis on or before April 30 each year. The College will maintain and update the accumulated service credit for each partial-load employee on the registry. Effective October 1, 2024, all partial-load employees as defined in Article 26.10 E shall be automatically enrolled in the partial-load registry. If a partial-load employee meets the criteria set out in Article 26.10 E (i) and are not currently on the registry as of October 1, 2024, they shall have the opportunity to register by April 30, 2025.

~~Upon request, the College will make available~~ **shall provide** to the Union, 4 weeks after April 30th in each year, a list of the partial-load employees who ~~have~~ **are** registered in accordance with this article and the courses which the partial-load employee has taught on or after December 20, 2017, in a part-time, partial-load or sessional capacity.

CEC's proposal to introduce a PL load probationary period aims to bring these employees in line with all other employee groups at the college and beyond.

CEC has counter proposed our language on service credits but is adding the Union's language regarding provision of the final list to the Union.

26.10 E

CEC maintains its Proposal and its rejection of OPSEU's proposal

26.10 F

CEC maintains its proposal and its rejection of OPSEU's proposal

CEC's proposal is not meant to disadvantage employees who are unable to take a contract for a short period of time. It does remove priority for those who have refused contracts for an entire academic year. It aims to keep the partial load registry current by only including individuals who have demonstrated an ongoing interest and availability to take contracts. Keeping the partial load registry current can help speed up the process for determining assignments and issuing contracts in a timely manner.

26.11 A-G

CEC maintains its rejection of OPSEU's proposals in 26.11

In its rationale, OPSEU states that Workload Taskforce Recommendation #5 speaks to the need for tracking and recording partial-load workload.

Recommendation #5 actually states that "The CBIS Committee could also guide the process for gathering additional information about partial-load faculty's workload assignments..." CEC's CBIS proposal directly addresses this.

26.11 I

CEC maintains its position and its rejection of OPSEU's proposal

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