



# Academic Bargaining 2024

## CEC Response to OPSEU's U6 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 20, 2024

## **8.02 A & B**

**CEC does not agree with this proposal**

## **8.04 A**

**CEC maintains its counter-proposal**

## **8.04 B**

**CEC makes the following counter-proposal**

**8.04 B** In recognition that resolution locally as referred to in 8.04 A may not be possible for a variety of reasons, the parties agree to the following basis for reduction in teaching or work assignments to facilitate assistance to employees and the Union Local in the administration of this Agreement and the business directly pertinent thereto:

- (i) In each College, there shall be a reduction of up to 30 teaching contact hours per week (as selected by the Union Local) that would otherwise have been assigned. For these hours the Union Local shall reimburse the College for 25% of the base salary portion of the first 15 hours. The Union Local shall reimburse the College for 50% of the base salary portion of the next 15 hours. In the case of a Librarian or Counsellor, three hours of work or assignment shall be deemed equivalent to one teaching contact hour for the purpose of this Article only. For the purposes of workload calculation, each teaching contact hour shall be credited as 2.17 workload hours to be recorded on the Standard Workload Form (SWF). **In the case of a partial-load faculty, the assignment of release hours will be without loss of partial-load registry rights.**
- (ii) In each College there shall be a further reduction of up to ~~35~~**60** teaching contact hours per week (as selected by the Union Local) that would otherwise have been assigned. For these hours the Union Local shall reimburse the College for 100% of the base salary portion. In the case of a Librarian or Counsellor, three hours of work or assignment shall be deemed equivalent to one teaching contact hour for the purpose of this Article only. For the purposes of workload calculation, each teaching contact hour shall be credited as 2.17 workload hours to be recorded on the SWF. **In the case of a partial-load faculty, the assignment of release hours will be without loss of partial-load registry rights.**

## OPSEU's original proposal

**8.04 B** In recognition that resolution locally as referred to in 8.04 A may not be possible for a variety of reasons, the parties agree to the following basis for reduction in teaching or work assignments to facilitate assistance to employees and the Union Local in the administration of this Agreement and the business directly pertinent thereto:

- (i) In each College, there shall be a reduction of up to ~~3040~~ teaching contact hours per week (as selected by the Union Local) that would otherwise have been assigned. For these hours the Union Local shall reimburse the College for 25% of the base salary portion of the first ~~1520~~ hours. The Union Local shall reimburse the College for 50% of the base salary portion of the next ~~1520~~ hours. In the case of a Librarian or Counsellor, three hours of work or assignment shall be deemed equivalent to one teaching contact hour for the purpose of this Article only. For the purposes of workload calculation, each teaching contact hour shall be credited as 2.17 workload hours to be recorded on the Standard Workload Form (SWF) **or the Partial-Load Assignment Calculator (PLAC). In the case of a partial-load faculty, the assignment of release hours will be with no loss of employment status, seniority and partial-load registry rights.**
  
- (ii) In each College there shall be a further reduction of up to ~~3540~~ teaching contact hours per week (as selected by the Union Local) that would otherwise have been assigned. For these hours the Union Local shall reimburse the College for 100% of the base salary portion. In the case of a Librarian or Counsellor, three hours of work or assignment shall be deemed equivalent to one teaching contact hour for the purpose of this Article only. For the purposes of workload calculation, each teaching contact hour shall be credited as 2.17 workload hours to be recorded on the SWF **or the Partial-Load Assignment Calculator (PLAC). In the case of a partial-load faculty, the assignment of release hours will be with no loss of employment status, seniority and partial-load registry rights.**

**8.05 A**  
**CEC maintains its proposal in M9**

**8.06**  
**CEC maintains its counter-proposal**

**32.09**  
**CEC maintains its rejection of this proposal**

**32.11 C**  
**CEC maintains its rejection of this proposal**

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