



Document U-11

September 17, 2024

UNION Response to M12

FOR THE MODIFICATIONS TO THE COLLECTIVE AGREEMENT

Between the

Ontario Public Service Employees Union (OPSEU)

For the College Academic Staff

(the “Union”)

And

The College Employer Council

The “Employer”

The Union proposes the continuation and renewal of the current provisions in the collective agreement (including relevant Schedules, Letters of Understanding, Memoranda of Agreement or Settlement, Appendices and Letters of Agreement or Understanding), with the exception of the following modifications;

The following Union proposals are tabled without prejudice. Further the Union reserves the right to ADD, DELETE, AMEND or otherwise alter these proposals during the course of bargaining.

Unless otherwise stated, all changes to be effective October 1, 2024.

It must be expressly understood that agreement on some proposals may require a parallel change elsewhere in the collective agreement.

HOUSEKEEPING

1. Make tables AODA compliant

Union agrees.

2. Remove Clarity Note from 26.09:

~~*Clarity note: The change from the 2017 to 2021 version of this article to the above version shall become effective January 3, 2022.~~

Union agrees.

3. Remove spent sentence from Article 26.10 D:

~~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.~~

Union agrees.

4. Add dash to partial load in article 26.10 G:

It is understood that a partial-load employee's priority in hiring provided for in article 26.10 E shall cease to apply where the **partial-load** employee is terminated from employment for cause, which termination is not reversed pursuant to the grievance and arbitration procedure in article 32.

Union agrees.

5. Add Paragraph to French version of 27.11 B:

Ces considérations devront inclure l'examen des aptitudes, de la compétence et de l'expérience des candidates et candidats par rapport aux exigences du poste vacant.

This was rectified in the printing of 2021-2024 Collective Agreement.

6. Change spelling error of assignend to **assigned** in Column 2 of Appendix I

Union agrees.

7. Appendix V change the following:
 - a. Point 3: two Point 3s, change second to 4
 - b. Point 7: correct spelling error of feasibility

Union agrees

8. Letters of Understanding delete as spent:
 - Re: Access to the Salary Schedule Maximum
 - Re: Salary Issue
 - Re: Intellectual Property
 - Re: Pregnancy and Parental Leave
 - Re: Ontario Public Colleges: The Next 50 Years
 - Re: *Fair Workplaces, Better Jobs Act, 2017* (Bill 148 Issues)
 - Re: Multi-Mode Adaptation
 - Re: Integrity of Bargaining Unit
 - Re: Workload Task Force
 - Re: Bill 124

Union does not agree