



Document U-15

September 23, 2024

## **UNION Response to CEC's Response to U6**

### **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.

## 8.04 B

### Union counterproposal to Management Proposal on 8.04 B.

**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~~**40 35** 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~~**20** hours. The Union Local shall reimburse the College for 50% of the base salary portion of the next ~~15~~**20** 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 or partial-load registry rights and the hours released under 8.04 B for a partial-load faculty will be included as teaching hours for the purpose of calculating the minimum hours to accumulate one month credit for teaching 28 hours or more under Article 26.10 C.**
- (ii) In each College there shall be a further reduction of up to ~~35~~**40** 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 or partial-load registry rights and the hours released under 8.04 B for a partial-load faculty will be included as teaching hours for the purpose of calculating the minimum hours to accumulate one month credit for teaching 28 hours or more under Article 26.10 C.**

## **Union's revised proposal**

**8.05 A** The Union Local President shall advise the College President **no later than four** **six weeks prior to the start of each term** by June 1 of each year of the employee(s) to have a reduced teaching or work assignment pursuant to the provisions of 8.04 and the College shall arrange the reductions effective for the **term** academic year commencing September 1 subject to the availability of a suitable replacement or substitute for the employee(s) concerned and the efficient operation of the College.

**All other union proposals regarding Union representation remain unchanged.**