

UNION PROPOSALS

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.

Article 14

SALARIES

Guidelines

Allowances - Professors

14.03 A 3 Coordinator Allowance – Coordinators are ~~teachers~~ **academic bargaining unit members** who in addition to their teaching ~~faculty~~ responsibilities are required to provide academic leadership in the coordination of courses and/or programs. Coordinators report to the academic manager who assigns their specific duties, which shall be **discussed during workload discussions that take place prior to each term and shall be** reduced to writing prior to the acceptance of the designation, ~~subject to changes as circumstances require~~. It is understood that coordinators do not have responsibility for the supervision, **hiring** or ~~for the disciplining of teachers in the~~ **other** bargaining unit **members**. It is not the intention of the Colleges to require employees to accept the designation of coordinator against their wishes.

Those employees who are designated as coordinators will **shall** receive an allowance equal to ~~one or~~ two steps on the appropriate salary schedule. Such allowance will be in addition to the individual's annual base salary. **They shall also be assigned additional attributed time as a complementary function. The time assigned will be congruent with the tasks required and that have been reduced to writing.**

Notice shall be posted in the College of all coordinator vacancies. Such notice shall be posted for at least five working days. At the same time, notice of these vacancies shall be sent to the Union Local President.

Consideration shall include review of the competence, skill and experience of the applicants in relation to the requirements of the vacancies.