

**UNION PROPOSALS
Revised Proposal for U4**

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 2

STAFFING

Union revises its proposal in U4

2.02 C The College shall consider employment equity, as defined in Article 4.03, and the data generated by the College Employment Equity Committee (CEEC) when making decisions of hiring and classifying employees.

~~The parties agree that, notwithstanding the provisions and requirements of the rest of Article 2, the College and the Union Local may agree that employment equity and data generated by the CEEC will be an overriding consideration. Such agreements will be made in advance of a job posting or appointment.~~

Union Rationale

Article 4.03 1 details that both parties will work together to implement employment systems that achieve employment equity. This language mandates that the results of those joint, collaborative efforts are integrated into decisions around hiring and classification.

At the table, the CEC indicated that introduction of language into the CA might “interfere with the good work already happening at colleges”. This language enhances the work being done and provides a collaborative mechanism for the verification of those efforts.

Article 4

NO DISCRIMINATION/BULLYING/PSYCHOLOGICAL HARRASSMENT

Union maintains its proposal in U4

4.03 The parties recognize a shared commitment to achieving employment equity within the college system. This, therefore, will confirm the understanding reached at negotiations between the parties that:

1. At the local level, the parties ~~will work together~~ **shall form a College Employment Equity Committee (CEEC) composed of six members, with three to be appointed by the College and three appointed by the Union Local, with joint responsibility** to facilitate:
 - the implementation of employment systems, policies and practices, including matters relating to child care, that are non-discriminatory in nature and effect, and with specific attention to addressing anti-Black racism and anti-Indigenous racism; and

- the implementation of practices and policies to enhance the hiring of, and transfer, promotion, training and developmental opportunities of, persons from designated groups; and
 - generating data as to the current representation and distribution of the designated groups; and
 - examination of recruitment and practices of hiring into the bargaining unit of persons from designated groups; and
 - the removal of any barriers that may exist in employment policies and the monitoring of data relative to employment equity; and
 - the attainment of appropriate representation of targeted groups identified by the Province of Ontario.
2. At the provincial level, the parties will work together to ensure that all provisions of the Agreement are non-discriminatory in nature and effect.
3. At both the provincial and local level, the parties will work together to enhance the participation of individuals from populations identified below in the day-to-day administration of the Agreement. This could include, but not be limited to, the administration of Articles 7, 9, 11, 32, 33, Appendix II and IV. The designated groups referred to above are considered to be, for the purpose of this letter:
- Women
 - Racialized People
 - People with disabilities
 - Indigenous People (First Nations, Inuit and Métis)
 - Lesbian, Gay, Bi-Sexual, Trans, Queer and 2-Spirit (LGBTQ2S*) People
 - Francophones

4. Each CEEC shall, at minimum, report to both parties at the provincial level via EERC an annual report of the current representation and distribution of the designated groups as self-identified by faculty at each college in the first week of October.

Union Rationale

Equity conversations are not happening in a joint fashion at most of the Colleges, despite calls from various locals for this to occur. At the table, the CEC indicated that this issue was complex, and the Union agrees. Such complex topics require a mechanism for accountability, good records and data to make informed decisions, grounded in the *Human Rights Act*, and a joint commitment to more than performative actions.

This language establishes that these records will be kept, shared, and used in a meaningful way to achieve progress on these issues. The CEC has indicated that writing this into the CA might interfere with work occurring at the Colleges. All that is being mandated here is that record keeping occurs and that progress is being made.

Like the CEC's October Staffing Survey, which in no way has interfered with gender-parity work at the Colleges, this will allow the investigation of systematic discrepancies locally and provincially for other equity seeking groups, as delineated by the CA already.