



Comparison Chart of CEC and CAAT-A Team Offers of Settlement

Chart Created on November 19

Workload

CEC Position

- Proposed a neutral led joint taskforce to examine all aspects of workload. This would be the most extensive independently led review since the inception of the workload formula and would build on the 2009 Rayner review.
- This includes full-time and partial-load professors and instructors, and counsellors, and librarians.
- Offer focuses on parties working together to achieve a common understanding – fair distribution and compensation for workload.

CAAT-A Position

- Immediate changes to the preparation factor for online courses and to the essay/project evaluation factor which would violate Bill 124 and usurp work from the joint workload taskforce.
- Proposed workload joint taskforce is designed to have parties work separately, with an ultimate goal to have an outside arbitrator determine workload. Delegates the obligation to bargain to an outside decision-maker.

Partial-Load

CEC Position

- Clarifying the language that enables Partial-load employees to bridge sick-leave plan benefits when they have a contract for future employment.
- Language change which would permit partial load employees to accrue service for Holidays on which they were scheduled to teach.
- Provides stability in the provision of priority status for a full academic year.
- Extends access to priority for former Partial-load employees who are currently employed on a sessional or part-time basis.

CAAT-A Position

- Proposes that Partial-Load employees be able to bridge sick-leave plan benefits during non-teaching periods when they have a written non-binding offer.
- Proposes that Partial-Load employees who have more service be granted the maximum possible partial-load assignment. Ignores the specialized expertise of Partial-Load employees in the departments they work in and would result in the elimination of positions.
- Proposes that an individual's Partial-Load teaching experience be posted to the internet for all to see.
- Proposes expanding access to priority to all current or former Partial-Load employees regardless of length of service.



Equity

CEC Position

- Proposes language to advance principles of equity, diversity, and inclusion.
- Proposes to leverage existing structures within the collective agreement in a collaborative process.
- Joint UCC recommendations would align with and complement existing EDI work already underway at the College level and would be submitted to the College President.

CAAT-A Position

- Proposes that independent local committees provide recommendations to the colleges' Boards of Governors who are not mandated for this type of decision making.
- New language by which local committees would offer recommendations on how to implement college policies that are equitable in effect.
- Proposal does not recognize or seek to align with college level work that is already being guided by EDI leads and which engages multiple college stakeholders (including faculty).

Staffing

CEC Position

- Prepared to reintroduce the 2014 language and provisions on this matter.

CAAT-A Position

- Language as presented would take positions away from both other union member groups and contract/sessional positions.

Salary and Benefits

CEC Position

- a 3-year deal with 1% increases to compensation.
- Consistent with Bill 124.
- Provides a longer period of stability.
- Ensures time for the working groups and research to be completed before the next round of bargaining.
- Addition of up to \$4,000 to prescribed medical cannabis.

CAAT-A Position

- 2-year deal with 1% increases.
- Up to \$4,000 for prescribed medical cannabis (currently agreed upon).
- Dental implants.



Coordinators

CEC Position

- Adds the requirement for coordinator duties to be documented in advance.
- Employee subjectively decides the assignment is unreasonable, they have the right to refuse.

CAAT-A Position

- Language explicitly states that coordinator workload must be reasonable.

Use of Faculty-Produced Course Materials

CEC Position

- Current language in the collective agreement aligns with the Copyright Act.
(See Article 13.01)

CAAT-A Position

- Proposed language does not align with the Copyright Act.

Indigenization, Decolonization, and Truth and Reconciliation

CEC Position

- Non-adversarial process led by an Indigenous facilitator.
- Process to be Indigenous by design.
- Respects the principle of "nothing about us without us".

CAAT-A Position

- The Roundtable committee sets parameters and focus of work in advance.
- Sets limitations before consultation.
- Incorporates western-style litigious dispute resolution.
- Proposal does not recognize or seek to align with college level work that is already underway, is Indigenous led and supported, and which engages multiple college stakeholders (including faculty).

Counsellor Class Definition

CEC Position

- Acknowledges that counsellors operate as part of multi-disciplinary teams, and do not operate in silos.

CAAT-A Position

- Removes roles and responsibilities from other bargaining units.