

UNION Response to CEC M14 Monetary Proposal
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.

MONETARY PROPOSALS

Compensation Adjustments:

CEC Compensation Adjustments:

(ATB = across-the-board to all salary steps)

- 2% ATB (Date of Ratification)
- 2% ATB (October 1, 2025)
- 2% ATB (October 1, 2026)
- 2% ATB (October 1, 2027)

Union does not agree to the CEC compensation adjustments

Union Rationale for Rejection

The CEC's proposal does not keep pace with cost-of-living increases, including the average cost of groceries in 2024, annual rent increases, and the renewal of mortgages with higher interest rates for homeowners. These are pressing concerns in the lives of members right now. The CEC's proposed wage increases do not provide financial security in members' lives². The CEC's proposed wage increase does not reach the midrange between our comparator groups of Ontario universities and Ontario secondary school teachers. These groups were indeed found to be our comparator groups in the 1991 Marcotte report. A summary can be found here [1991 Wages and Benefit Taskforce Report](#).

Union maintains its original position in U8

Union Original Position

Compensation Adjustments:

(ATB = across-the-board to all salary steps)

- 5% ATB (October 1, 2024)
- 5% ATB (October 1, 2025)

Union Rationale

The Union's proposal suggests a general wage increase that will assist in closing the gap between faculty wages and the cost of living, including the average cost of groceries in 2024, annual rent increases, and the renewal of mortgages with higher interest rates for homeowners. It also ensures we reach the midrange between our comparator groups of Ontario universities and Ontario secondary school teachers. These groups were indeed found to be our comparator groups in the 1991 Marcotte report. A summary can be found here [1991 Wages and Benefit Taskforce Report](#).

**Article 14
SALARIES**

14.03 A 1

Union does not agree with the CEC’s Counterproposal

CEC’s Counterproposal

- (a) The following table indicates the annual base salary paid at each step on the Salary Schedule to full-time Professors, Counsellors and Librarians.

STEP LEVEL	<u>2% Effective [Ratification Date]</u>	<u>2% Effective October 1, 2025</u>	<u>2% Effective October 1, 2026</u>	<u>2% Effective October 1, 2027</u>
Step 5	<u>\$74,541</u>	<u>\$76,032</u>	<u>\$77,553</u>	<u>\$79,104</u>
Step 6	<u>\$77,965</u>	<u>\$79,524</u>	<u>\$81,114</u>	<u>\$82,736</u>
Step 7	<u>\$81,386</u>	<u>\$83,014</u>	<u>\$84,674</u>	<u>\$86,367</u>
Step 8	<u>\$84,807</u>	<u>\$86,503</u>	<u>\$88,233</u>	<u>\$89,998</u>
Step 9	<u>\$88,227</u>	<u>\$89,992</u>	<u>\$91,792</u>	<u>\$93,628</u>
Step 10	<u>\$91,648</u>	<u>\$93,481</u>	<u>\$95,351</u>	<u>\$97,258</u>
Step 11	<u>\$95,069</u>	<u>\$96,970</u>	<u>\$98,909</u>	<u>\$100,887</u>
Step 12	<u>\$98,491</u>	<u>\$100,461</u>	<u>\$102,470</u>	<u>\$104,519</u>
Step 13	<u>\$101,914</u>	<u>\$103,952</u>	<u>\$106,031</u>	<u>\$108,152</u>
Step 14	<u>\$105,334</u>	<u>\$107,441</u>	<u>\$109,590</u>	<u>\$111,782</u>
Step 15	<u>\$108,758</u>	<u>\$110,933</u>	<u>\$113,152</u>	<u>\$115,415</u>
Step 16	<u>\$112,168</u>	<u>\$114,411</u>	<u>\$116,699</u>	<u>\$119,033</u>
Step 17	<u>\$115,581</u>	<u>\$117,893</u>	<u>\$120,251</u>	<u>\$122,656</u>
Step 18	<u>\$118,990</u>	<u>\$121,370</u>	<u>\$123,797</u>	<u>\$126,273</u>
Step 19	<u>\$122,402</u>	<u>\$124,850</u>	<u>\$127,347</u>	<u>\$129,894</u>
Step 20	<u>\$125,813</u>	<u>\$128,329</u>	<u>\$130,896</u>	<u>\$133,514</u>
Step 21	<u>\$129,222</u>	<u>\$131,806</u>	<u>\$134,442</u>	<u>\$137,131</u>
Step 22	<u>\$132,711</u>	<u>\$135,365</u>	<u>\$138,072</u>	<u>\$140,833</u>

Maximum Salary Table

- (b) The following table indicates the maximum salary level attainable by an employee based on that employee's relevant formal education levels and equivalencies.

Maximum Step Level Attainable	Required Qualifications
<u>Step 22</u>	<u>A minimum of a Doctorate degree such as a Doctor of Philosophy, Nursing or Education</u>
Step 21	A minimum of a 4-year Canadian Baccalaureate Degree or equivalent; CGA; P.Eng.; CA; CMA (formerly RIA)
Step 19	3-year CAAT Diploma or General Pass University Degree or Certified Journeyperson holding equivalent qualifications*
Step 18	2-year CAAT Diploma or Certified Journeyperson
Step 17	1-year post-secondary certificate
Step 16	No formal post-secondary diploma, certificate or degree

NOTE: Formal educational qualifications not specified above will be subject to evaluation by the Joint Educational Qualifications Subcommittee, as described in Appendix II.

* Equivalent qualifications for a certified Journeyperson or someone treated as such, shall mean the successful completion of five full-year CAAT courses at the technologists level of which two are directly related to the individual's area of expertise, or the equivalent. The course of study leading to equivalent qualifications for a certified Journeyperson or someone treated as such, shall be approved in advance by the College.

Union Rationale for Rejection

Consistent with the Unions monetary proposals, the addition of one (1) step for members with Doctorate degree does recognize the additional time and financial resources required to pursue doctoral studies; however, the CEC's proposal exacerbates a system that values some forms of education over others. All members should have access to a salary increase. The CEC's proposal disadvantages members working in areas that do not traditionally require a doctoral degree but offer equivalent value to the college system, and it excludes members without the resources to pursue doctoral studies. Providing compensation to some members at the expense of others makes the current proposal inequitable. Therefore, it is not aligned with equity commitments both sides have committed to. We remain open to further discussion in this regard.

Union maintains its revised proposal

Union Proposal U-8 Revised

14.03 A 1

Professors, Librarians and Counsellors

The addition of one step at the top of the salary table and the deletion of the two lowest steps on the salary table effective October 1, 2024. An additional step at the top of the salary table effective October 1, 2025.

	Under Current CA	As of Oct. 1, 2024	As of Oct. 1, 2025
Step 7	\$79,791	\$83,781	\$87,970
Step 8	\$83,144	\$87,301	\$91,666
Step 9	\$86,497	\$90,822	\$95,363
Step 10	\$89,851	\$94,344	\$99,061
Step 11	\$93,205	\$97,865	\$102,759
Step 12	\$96,560	\$101,388	\$106,457
Step 13	\$99,915	\$104,911	\$110,156
Step 14	\$103,269	\$108,432	\$113,854
Step 15	\$106,625	\$111,956	\$117,554
Step 16	\$109,969	\$115,467	\$121,241
Step 17	\$113,315	\$118,981	\$124,930
Step 18	\$116,657	\$122,490	\$128,614
Step 19	\$120,002	\$126,002	\$132,302
Step 20	\$123,346	\$129,513	\$135,989
Step 21	\$126,689	\$133,023	\$139,675
Step 22		\$136,482	\$143,306
Step 23			\$146,938

Union Revised Position

Maximum Salary Table

(b) The following table indicates the maximum salary level attainable by an employee based on that employee's relevant formal education levels and equivalencies.

Maximum Step Level Attainable	Required Qualifications
Step 21 23	A minimum of a 4-year Canadian Baccalaureate Degree or equivalent; CGA; P.Eng.; CA; CMA (formerly RIA)
Step 19 21	3-year CAAT Diploma or General Pass University Degree or Certified Journeyman holding equivalent qualifications*
Step 18 20	2-year CAAT Diploma or Certified Journeyman
Step 17 19	1-year post-secondary certificate
Step 16 18	No formal post-secondary diploma, certificate or degree

Union rationale for addition of maximum salary scale

Union's original proposal established the removal of two steps at the bottom of the pay scale and the addition of two steps at the top. This revision adjusts the salary maximums accordingly.

Union rationale for additional salary steps

To create stability and equity across the membership, all members should have access to increases with barrier free pathways for advancement that provide income security. The Union's proposal provides a barrier free pathway for all members to address their ongoing cost of living concerns, and it also falls in line with our comparator groups. This proposal also aims to help the College's ongoing recruitment and retention issues, particularly in areas the colleges have signalled for expansion and growth.

14.03 A 2

Union does not agree with CEC proposal

CEC's Proposal

14.03 A 2

- (a) Annual increments to the control point are based on experience, at the rate of one step for each completed year on-the-job experience. Above the control point, but not beyond the maximum, one step will be granted where performance in the past year was satisfactory. For the purposes of this paragraph the following shall be considered as on-the-job experience: leave for union activities, paid leave of absence, secondment.

- (b) The following table indicates the control point relevant for an employee based on the maximum base salary level that employee may attain in the salary schedule. The control point relevant to full-time instructors is contained within the wage schedule 14.03 A 2 (c).

Maximum Step Attainable	Effective October 1, 2021	Effective October 1, 2022	Effective October 1, 2023	Effective <u>October 1, 2024</u>
Step 16	Step 10	Step 10	Step 10	<u>Step 10</u>
Step 17	Step 11	Step 11	Step 11	<u>Step 11</u>
Step 18	Step 11	Step 11	Step 11	<u>Step 11</u>
Step 19	Step 12	Step 12	Step 12	<u>Step 12</u>
Step 20				
Step 21	Step 13	Step 13	Step 13	<u>Step 13</u>
<u>Step 22</u>				<u>Step 14</u>

Salary Schedules for Full-Time Instructors

- (c) The following table indicates the annual base salary paid at each step on the Salary Schedule to full-time Instructors.

STEP LEVEL	<u>2% Effective</u> <u>[Ratification Date]</u>	<u>2% Effective</u> <u>October 1, 2025</u>	<u>2% Effective</u> <u>October 1, 2026</u>	<u>2% Effective</u> <u>October 1, 2027</u>
Minimum	<u>\$49,037</u>	<u>\$50,018</u>	<u>\$51,018</u>	<u>\$52,038</u>
Step 1	<u>\$52,464</u>	<u>\$53,513</u>	<u>\$54,583</u>	<u>\$55,675</u>
Step 2	<u>\$55,880</u>	<u>\$56,998</u>	<u>\$58,138</u>	<u>\$59,301</u>
Step 3	<u>\$59,300</u>	<u>\$60,486</u>	<u>\$61,696</u>	<u>\$62,930</u>
Step 4	<u>\$62,724</u>	<u>\$63,978</u>	<u>\$65,258</u>	<u>\$66,563</u>
Step 5	<u>\$66,144</u>	<u>\$67,467</u>	<u>\$68,816</u>	<u>\$70,192</u>
Step 6	<u>\$69,565</u>	<u>\$70,956</u>	<u>\$72,375</u>	<u>\$73,823</u>
Step 7	<u>\$72,987</u>	<u>\$74,447</u>	<u>\$75,936</u>	<u>\$77,455</u>
Step 8	<u>\$76,409</u>	<u>\$77,937</u>	<u>\$79,496</u>	<u>\$81,086</u>
Step 9	<u>\$79,831</u>	<u>\$81,428</u>	<u>\$83,057</u>	<u>\$84,718</u>
Step 10	<u>\$83,253</u>	<u>\$84,918</u>	<u>\$86,616</u>	<u>\$88,348</u>

Union Rationale for Rejection

All faculty members in the College system should have access to income security. The cost-of-living increases, including the average cost of groceries in 2024, annual rent increases, and the renewal of mortgages with higher interest rates for homeowners are pressing concerns in the lives of instructors. The CEC's proposal does not address income security. Instructor salaries have fallen completely out of line with our comparator groups. Of particular note, Step 1 of the Instructor pay scale hovers just above the Ontario living wage, which is hardly enough.

Instructors provide important and necessary teaching responsibilities that are in line with the original purpose of the College system - the practical application of knowledge, to develop the skills needed in the workplace – and are an integral aspect of the teaching in the College system. Their value to the system must be recognized by the CEC with adequate compensation for their expertise.

Control Point Table

14.03 A 2

Union Revised Proposal

14.03 A 2

- (a) Annual increments to the control point are based on experience, at the rate of one step for each completed year on-the-job experience. Above the control point, but not beyond the maximum, one step will be granted where performance in the past year was satisfactory. For the purposes of this paragraph the following shall be considered as on-the-job experience: leave for union activities, paid leave of absence, secondment.

- (b) The following table indicates the control point relevant for an employee based on the maximum base salary level that employee may attain in the salary schedule. The control point relevant to full-time instructors is contained within the wage schedule 14.03 A 2 (c).

Maximum Step Attainable	Effective -October 1, 2021	Effective -October 1, 2022	Effective -October 1, 2023	Effective October 1, 2024	Effective October 1, 2025
Step 16 18	Step 10	Step 10	Step 10	Step 1012	Step 12
Step 17 19	Step 11	Step 11	Step 11	Step 1113	Step 13
Step 18 20	Step 11	Step 11	Step 11	Step 1113	Step 13
Step 19 21	Step 12	Step 12	Step 12	Step 1214	Step 14
Step 20 22				Step 15	Step 15
Step 21 23					Step 16

Union rationale for control point schedule

The Union’s original proposal established the removal of two steps at the bottom of the pay scale and the addition of two steps at the top. This revision adjusts the salary control point accordingly. We have also added the title and “(c)” for Salary Schedule for Full-time Instructors for ease of reference below.

Question Re: Control Point:

Why is the control point six steps below the maximum for the two first step of the maximum scale and seven steps below for the remainder of the scale?

Salary Schedule for Full-Time Instructors

- (c) The following table indicates that annual base salary paid at each step on the Salary Schedule to full-time Instructors

The addition of two steps at the top of the salary table and the deletion of the four lowest steps on the salary table effective October 1, 2024. An additional step at the top of the salary table effective October 1, 2025.

	Under Current CA	As of Oct. 1, 2024	As of Oct. 1, 2025
Step 4	\$61,494	\$64,569	\$67,797
Step 5	\$64,848	\$68,090	\$71,495
Step 6	\$68,201	\$71,611	\$75,192
Step 7	\$71,555	\$75,133	\$78,889
Step 8	\$74,911	\$78,657	\$82,589
Step 9	\$78,265	\$82,178	\$86,287
Step 10	\$81,621	\$85,702	\$89,987
Step 11		\$89,215	\$93,676
Step 12		\$92,695	\$97,330
Step 13			\$100,984

Union Rationale

Income security must be prioritized. Instructor salaries have fallen completely out of line with our comparator groups. In many instances, recruitment and retention of these members is increasingly challenging given that faculty salaries are dramatically lower than industry (nurses with the Ontario Nurses Association begin work at \$82,000/year). As has been noted, these comparator groups are evidenced in the 1991 Marcotte report. A summary can be found here [1991 Wages and Benefit Taskforce Report](#). Of particular note, Step 1 of the Instructor pay scale hovers just above the Ontario living wage, which is hardly enough.

The Union's proposal to add two steps at the top of salary scale, while removing the two lowest steps, creates financial stability for a marginalized teaching classification in the College system, who are differentially impacted by the cost-of-living crisis we are facing. Given that there are only 42 full-time Instructors left in the system, the cost of this proposal is nominal to the CEC but significant to the lives of Instructors.

19.04

Union does not agree with CEC Counterproposal

CEC's Counterproposal

Effective October 1, 2025

19.04

The College shall pay 75% of the premiums for a Vision Care Plan providing coverage for full-time employees to a maximum of ~~\$400~~ **\$475** each two years, per person 18 years of age and over, and ~~\$400~~ **\$475** each one year per person under 18 years of age, for glasses, frames, contact lenses, and refractive surgery, subject to eligibility requirements and enrolment requirements. The balance of the premiums shall be paid by payroll deduction.

Union Rationale for Rejection

The CEC's counterproposal does not acknowledge the increased costs of vision care.

19.04

Union makes the following counterproposal

Effective October 1, 2024

19.04

The College shall pay 75% of the premiums for a Vision Care Plan providing coverage for full-time employees to a maximum of ~~\$400~~ ~~**\$475**~~ ~~**\$800**~~ **\$700** each two years, per person 18 years of age and over, and ~~\$400~~ ~~**\$475**~~ ~~**\$800**~~ **\$700** each one year per person under 18 years of age, for glasses, frames, contact lenses, and refractive surgery, subject to eligibility requirements and enrolment requirements. The balance of the premiums shall be paid by payroll deduction.

Union Rationale

Vision care premiums were last addressed by the CEC in 2009. This increase more accurately reflects the reality of vision care costs.

19.05

Union does not agree with CEC counterproposal

CEC's Counterproposal

Effective 90 days post-ratification

- 19.05** The College shall pay 75% of the premiums for full-time employees for a Hearing Care Plan providing coverage to a maximum of ~~\$3,000~~ **\$3,500** each three years, per person, subject to eligibility requirements and enrolment requirements. The balance of the premiums shall be paid by payroll deductions

Union Rationale for Rejection

Any changes to benefits should come into effect at the beginning of the Collective Agreement. If there are issues that exist with the insurance provider, the Union is open to discussing it.

Union Revised Counterproposal

Effective October 1, 2024

- 19.05** The College shall pay 75% of the premiums for full-time employees for a Hearing Care Plan providing coverage to a maximum of ~~\$3000~~ ~~\$4000~~ **\$3500** each three years, per person, subject to eligibility requirements and enrolment requirements. The balance of the premiums shall be paid by payroll deductions.

Union Rationale

Any changes to benefits should come into effect at the beginning of the Collective Agreement. If there are issues that exist with the insurance provider, the Union is open to discussing it.

Retirement Benefits
19.09

CEC does not agree with OPSEU's proposal

Union Revised Proposal

19.09 A (...)

(i) The retired employee ~~and the College~~ shall ~~each~~ pay ~~50% 65% and the College shall pay 35%~~, in advance, the full of the cost of the benefits that the retiree has enrolled in as follows:

The remainder of the article remains unchanged.

Union Rationale

Income security remains an important predictor of long-term health outcomes. This is heightened for people of retirement age living on a fixed income. This revised proposal considers the CEC's concerns about costs.

ARTICLE 26

PARTIAL-LOAD EMPLOYEES

26.04

Union does not agree with CEC Counterproposal

CEC's Proposal

26.04

Post-Secondary Partial-Load Professors

STEP LEVEL	<u>2% Effective [Ratification Date]</u>	<u>2% Effective October 1, 2025</u>	<u>2% Effective October 1, 2026</u>	<u>2% Effective October 1, 2027</u>
Step 5	<u>\$99.59</u>	<u>\$101.58</u>	<u>\$103.61</u>	<u>\$105.68</u>
Step 6	<u>\$104.17</u>	<u>\$106.25</u>	<u>\$108.38</u>	<u>\$110.55</u>
Step 7	<u>\$108.74</u>	<u>\$110.91</u>	<u>\$113.13</u>	<u>\$115.39</u>
Step 8	<u>\$113.31</u>	<u>\$115.58</u>	<u>\$117.89</u>	<u>\$120.25</u>
Step 9	<u>\$117.90</u>	<u>\$120.26</u>	<u>\$122.67</u>	<u>\$125.12</u>
Step 10	<u>\$122.44</u>	<u>\$124.89</u>	<u>\$127.39</u>	<u>\$129.94</u>
Step 11	<u>\$127.02</u>	<u>\$129.56</u>	<u>\$132.15</u>	<u>\$134.79</u>
Step 12	<u>\$131.60</u>	<u>\$134.23</u>	<u>\$136.91</u>	<u>\$139.65</u>
Step 13	<u>\$136.15</u>	<u>\$138.87</u>	<u>\$141.65</u>	<u>\$144.48</u>
Step 14	<u>\$140.74</u>	<u>\$143.55</u>	<u>\$146.42</u>	<u>\$149.35</u>
Step 15	<u>\$145.30</u>	<u>\$148.21</u>	<u>\$151.17</u>	<u>\$154.19</u>
Step 16	<u>\$149.87</u>	<u>\$152.87</u>	<u>\$155.93</u>	<u>\$159.05</u>
Step 17	<u>\$154.46</u>	<u>\$157.55</u>	<u>\$160.70</u>	<u>\$163.91</u>
Step 18	<u>\$159.02</u>	<u>\$162.20</u>	<u>\$165.44</u>	<u>\$168.75</u>
Step 19	<u>\$163.60</u>	<u>\$166.87</u>	<u>\$170.21</u>	<u>\$173.61</u>
Step 20	<u>\$168.19</u>	<u>\$171.55</u>	<u>\$174.98</u>	<u>\$178.48</u>
Step 21	<u>\$172.77</u>	<u>\$176.23</u>	<u>\$179.75</u>	<u>\$183.35</u>
<u>Step 22</u>	<u>\$177.43</u>	<u>\$180.98</u>	<u>\$184.60</u>	<u>\$188.29</u>

Non Post-Secondary Partial-Load Professors

STEP LEVEL	<u>2% Effective [Ratification Date]</u>	<u>2% Effective October 1, 2025</u>	<u>2% Effective October 1, 2026</u>	<u>2% Effective October 1, 2027</u>
Step 5	<u>\$89.62</u>	<u>\$91.41</u>	<u>\$93.24</u>	<u>\$95.10</u>
Step 6	<u>\$93.78</u>	<u>\$95.66</u>	<u>\$97.57</u>	<u>\$99.52</u>
Step 7	<u>\$97.85</u>	<u>\$99.81</u>	<u>\$101.81</u>	<u>\$103.85</u>
Step 8	<u>\$101.98</u>	<u>\$104.02</u>	<u>\$106.10</u>	<u>\$108.22</u>
Step 9	<u>\$106.09</u>	<u>\$108.21</u>	<u>\$110.37</u>	<u>\$112.58</u>
Step 10	<u>\$110.20</u>	<u>\$112.40</u>	<u>\$114.65</u>	<u>\$116.94</u>
Step 11	<u>\$114.33</u>	<u>\$116.62</u>	<u>\$118.95</u>	<u>\$121.33</u>
Step 12	<u>\$118.43</u>	<u>\$120.80</u>	<u>\$123.22</u>	<u>\$125.68</u>
Step 13	<u>\$122.56</u>	<u>\$125.01</u>	<u>\$127.51</u>	<u>\$130.06</u>
Step 14	<u>\$126.67</u>	<u>\$129.20</u>	<u>\$131.78</u>	<u>\$134.42</u>
Step 15	<u>\$130.76</u>	<u>\$133.38</u>	<u>\$136.05</u>	<u>\$138.77</u>
Step 16	<u>\$134.90</u>	<u>\$137.60</u>	<u>\$140.35</u>	<u>\$143.16</u>
Step 17	<u>\$139.01</u>	<u>\$141.79</u>	<u>\$144.63</u>	<u>\$147.52</u>
Step 18	<u>\$143.13</u>	<u>\$145.99</u>	<u>\$148.91</u>	<u>\$151.89</u>
Step 19	<u>\$147.26</u>	<u>\$150.21</u>	<u>\$153.21</u>	<u>\$156.27</u>
Step 20	<u>\$153.21</u>	<u>\$156.27</u>	<u>\$159.40</u>	<u>\$162.59</u>
Step 21	<u>\$159.16</u>	<u>\$162.34</u>	<u>\$165.59</u>	<u>\$168.90</u>
<u>Step 22</u>	<u>\$163.46</u>	<u>\$166.73</u>	<u>\$170.06</u>	<u>\$173.46</u>

Post-Secondary Partial-Load Instructors

STEP LEVEL	<u>2% Effective [Ratification Date]</u>	<u>2% Effective October 1, 2025</u>	<u>2% Effective October 1, 2026</u>	<u>2% Effective October 1, 2027</u>
Minimum	<u>\$65.50</u>	<u>\$66.81</u>	<u>\$68.15</u>	<u>\$69.51</u>
Step 1	<u>\$70.10</u>	<u>\$71.50</u>	<u>\$72.93</u>	<u>\$74.39</u>
Step 2	<u>\$74.65</u>	<u>\$76.14</u>	<u>\$77.66</u>	<u>\$79.21</u>
Step 3	<u>\$79.23</u>	<u>\$80.81</u>	<u>\$82.43</u>	<u>\$84.08</u>
Step 4	<u>\$83.79</u>	<u>\$85.47</u>	<u>\$87.18</u>	<u>\$88.92</u>
Step 5	<u>\$88.39</u>	<u>\$90.16</u>	<u>\$91.96</u>	<u>\$93.80</u>
Step 6	<u>\$92.95</u>	<u>\$94.81</u>	<u>\$96.71</u>	<u>\$98.64</u>
Step 7	<u>\$97.50</u>	<u>\$99.45</u>	<u>\$101.44</u>	<u>\$103.47</u>
Step 8	<u>\$102.06</u>	<u>\$104.10</u>	<u>\$106.18</u>	<u>\$108.30</u>
Step 9	<u>\$106.61</u>	<u>\$108.74</u>	<u>\$110.91</u>	<u>\$113.13</u>
Step 10	<u>\$111.23</u>	<u>\$113.45</u>	<u>\$115.72</u>	<u>\$118.03</u>

Non Post-Secondary Partial-Load Instructors

STEP LEVEL	<u>2% Effective [Ratification Date]</u>	<u>2% Effective October 1, 2025</u>	<u>2% Effective October 1, 2026</u>	<u>2% Effective October 1, 2027</u>
Minimum	<u>\$58.95</u>	<u>\$60.13</u>	<u>\$61.33</u>	<u>\$62.56</u>
Step 1	<u>\$63.07</u>	<u>\$64.33</u>	<u>\$65.62</u>	<u>\$66.93</u>
Step 2	<u>\$67.18</u>	<u>\$68.52</u>	<u>\$69.89</u>	<u>\$71.29</u>
Step 3	<u>\$71.31</u>	<u>\$72.74</u>	<u>\$74.19</u>	<u>\$75.67</u>
Step 4	<u>\$75.39</u>	<u>\$76.90</u>	<u>\$78.44</u>	<u>\$80.01</u>
Step 5	<u>\$79.52</u>	<u>\$81.11</u>	<u>\$82.73</u>	<u>\$84.38</u>
Step 6	<u>\$83.64</u>	<u>\$85.31</u>	<u>\$87.02</u>	<u>\$88.76</u>
Step 7	<u>\$87.74</u>	<u>\$89.49</u>	<u>\$91.28</u>	<u>\$93.11</u>
Step 8	<u>\$91.87</u>	<u>\$93.71</u>	<u>\$95.58</u>	<u>\$97.49</u>
Step 9	<u>\$95.96</u>	<u>\$97.88</u>	<u>\$99.84</u>	<u>\$101.84</u>
Step 10	<u>\$100.12</u>	<u>\$102.12</u>	<u>\$104.16</u>	<u>\$106.24</u>

Union Rationale for Rejection

As reported in CBIS/Staffing Survey data, and recorded in the [Workload Taskforce Report](#), partial-load faculty make up 47% of the Bargaining Unit, with their numbers growing

significantly over the past decades after the 2014 Article 2 staffing moratorium. These faculty — nearly half of the bargaining unit — face limited access to employment security and health benefits between semesters. In addition, cost of living increases, including the average cost of groceries in 2024, annual rent increases, and the renewal of mortgages with higher interest rates for homeowners, are particularly pressing concerns in the lives of these precarious employed faculty members right now.

The CEC's proposed wage increases do not provide income security and maintain a two-tiered pay scale intended to divide members of the bargaining unit. While full-time faculty have a single salary scale, 47% of members face continued two-tiering. As well, the CEC's proposed wage increase does not reach the midrange between our comparator groups of Ontario universities and Ontario secondary school teachers. These groups were evidenced to be our comparator groups in the 1991 Marcotte report. A summary can be found here [1991 Wages and Benefit Taskforce Report](#).

Of particular importance, many partial-load instructors make as much as \$66 less per hour than their partial-load professor counterparts. This is an important equity issue that requires the attention of the CEC.

Union maintains its revised proposal

Union Proposal U-8 Revised

ARTICLE 26

PARTIAL-LOAD EMPLOYEES

26.04 (...)

Remove all references to post-secondary and non-post-secondary professors and instructors and associated tables.

Post-Secondary Partial-Load Professors

The addition of one step at the top of the salary table and the deletion of the two lowest steps on the salary table effective October 1, 2024. An additional step at the top of the salary table effective October 1, 2025.

	Under Current CA	As of Oct. 1, 2024	As of Oct. 1, 2025
Step 7	\$106.61	\$111.94	\$117.54
Step 8	\$111.09	\$116.64	\$122.48
Step 9	\$115.59	\$121.37	\$127.44
Step 10	\$120.04	\$126.04	\$132.34
Step 11	\$124.53	\$130.76	\$137.29
Step 12	\$129.02	\$135.47	\$142.24
Step 13	\$133.48	\$140.15	\$147.16
Step 14	\$137.98	\$144.88	\$152.12
Step 15	\$142.45	\$149.57	\$157.05
Step 16	\$146.93	\$154.28	\$161.99
Step 17	\$151.43	\$159.00	\$166.95
Step 18	\$155.90	\$163.70	\$171.88
Step 19	\$160.39	\$168.41	\$176.83
Step 20	\$164.89	\$173.13	\$181.79
Step 21	\$169.38	\$177.85	\$186.74
Step 22		\$182.47	\$191.59
Step 23			\$196.44

Post-Secondary Partial-Load Instructors

The addition of two steps at the top of the salary table and the deletion of the four lowest steps on the salary table effective October 1, 2024. An additional step at the top of the salary table effective October 1, 2025.

	Under Current CA	As of Oct. 1, 2024	As of Oct. 1, 2025
Min	\$64.21	\$67.42	\$70.79
Step 1	\$68.73	\$72.17	\$75.77
Step 2	\$73.18	\$76.84	\$80.68
Step 3	\$77.67	\$81.55	\$85.63
Step 4	\$82.14	\$86.25	\$90.56
Step 5	\$86.66	\$90.99	\$95.54
Step 6	\$91.13	\$95.69	\$100.47
Step 7	\$95.58	\$100.36	\$105.38
Step 8	\$100.06	\$105.06	\$110.32
Step 9	\$104.52	\$109.75	\$115.23
Step 10	\$109.05	\$114.50	\$120.23
Step 11	██████	\$119.47	\$125.44
Step 12	██████	\$124.65	\$130.88
Step 13	██████	██████	\$136.54

Union Rationale

This is an equity issue. This change will align the partial-load compensation tables with full-time compensation tables. While full-time faculty have a single salary scale, 47% of members face continued, and unnecessary two-tiering.

26.06 A through D

CEC does not agree with OPSEU’s proposals

Union maintains our revised proposal

Union U-8 Revised Proposal

26.06 Insured Group Benefits

26.06 A Extended Health, Vision and Hearing Care

The College shall pay 100% of the billed premium of the Extended Health Plan found in Article 19, Other Insurance Plans, for partial-load employees, excluding Vision and Hearing coverage, and subject to the application procedures for this benefit, with the exception of those employees who opt out of the plan because of spousal coverage elsewhere.

The College shall provide for access to the Dental, Vision Care, Hearing Care, Critical Illness/Catastrophic Event Insurance and Life Insurance Plans found in Article 19, Other Insurance Plans, for partial-load employees provided the premium is paid by

the employee. **The cost of these insurance plans shall be split such that the College pays 50% and the partial load employee pays 50%.**

Details regarding participation, eligibility, waiting period, benefit level and premium sharing are as follows:

	Extended Health	Vision Care	Hearing Care	Critical Illness/ Catastrophic Event
Participation	Required with opt out option	Voluntary if Extended Health elected	Voluntary if Extended Health elected	Voluntary
Eligibility	All partial-load employees under contract	All partial-load employees under contract	All partial-load employees under contract	As per full-time employees
Waiting Period	First of month following the completion of one calendar month	First of month following the completion of one calendar month	First of month following the completion of one calendar month	As per full-time employees
Benefit Level	As per full-time employees	As per full-time employees	As per full-time employees	As per full-time employees
Premium Sharing	100% employer paid	100% 50% employee paid, 50% College paid	100% 50% employee paid, 50% College paid	100% 50% employee paid, 50% College paid

26.06 B Dental Care

	Dental Plan
Participation	Voluntary
Eligibility	All partial-load employees under contract
Waiting Period	First of month following the completion of six calendar months
Benefit Level	As per full-time employees
Premium Sharing	100% 50% Employee paid, 50% College paid

26.06 C Life Insurance Plans

	Basic and AD & D	Supplementary Employee and Dependent	Optional
Participation	Voluntary	Voluntary	Voluntary
Eligibility	All partial-load employees under contract	All partial-load employees under contract up to age 65	All partial-load employees under contract up to age 65
Waiting Period	First of month following the completion of one calendar month	First of month following the completion of one calendar month	First of month following the completion of one calendar month
Benefit Level	As per full-time employees	As per full-time employees	As per full-time employees
Premium Sharing	100% Employee paid	100% Employee paid	100% Employee paid

26.06 D Bridging Benefits

If upon termination of a contract there is:

- 1) a written contract for future partial-load employment; or
- 2) a commitment in writing by the College and the partial-load employee to future partial-load employment, not more than 5 months after the termination of the contract, which will be confirmed in a future contract,

the employee, by paying ~~100%~~ **50%** of the premiums for the benefits, may continue participation throughout the period between contracts in any group insurance plan in which that employee was participating. **The remaining 50% of the premiums shall be paid by the College.**

Where the College is anticipating re-employment of a partial-load employee within 5 months, the College shall provide a written contract or written offer of future employment upon termination.

Any written contract or written offer from the College of future partial-load employment is conditional on the College subsequently determining there is sufficient enrolment to warrant the assignment being offered. **If after the start of the bridging of benefits the College deems that there is not sufficient**

enrolment to warrant the assignment being offered, the partial-load employee shall still be entitled to the 5 months of benefits with the premium costs being paid as described above.

If an employee is re-employed within 6 months of the end of any contract, waiting periods for group insurance plans will be waived.

Union Rational

Creating a jointly paid system addresses access to care issues which put precariously employed faculty at increased risk of hardship and absenteeism due to illness/injury. Further these changes move partial-load faculty closer to parity with full-time faculty who have 100% coverage as per Article 19.02 F 1, F2, F3. Partial-load faculty currently make up 47% of the bargaining unit. Making bridging of benefits more accessible addresses these equity issues as it relates to access to care concerns for partial-load faculty and their families who are statistically more likely to fall into equity-deserving groups as described in the book titled, Social Determinants of Health: The Canadian Facts 2ndEd. (2020). Also, these changes better align with the Colleges' commitment to achieving equity within the college system as outlined in Article 4.03.

CLASSIFICATION PLAN FOR PROFESSORS AND COUNSELLORS AND LIBRARIANS

Union agrees to the housekeeping changes

CEC Proposal

CLASSIFICATION PLAN FOR PROFESSORS AND COUNSELLORS AND LIBRARIANS CEC notes the following housekeeping correction that needs to be made.

1 B) Relevant Formal Qualifications

Formal qualifications are those which constitute the norm in institutions of post-secondary education in the Province of Ontario. Only full years of post-secondary education at successively higher levels, and leading to a diploma, professional accreditation or degree, are recognized. For example, a graduate of a three-year technology program in a College would be given 1½ points for each of the three years, regardless of the length of time actually spent by the individual in obtaining the diploma.

No credit is to be given for a year of study in which there was significant duplication of other studies. Therefore only the highest qualification will be used in computation unless the subject areas are from different disciplines and all relevant to the appointment.

- CAAT Diploma or Post-Secondary Certificate -
per year (level) completed: 1½ points

(Maximum of 4 years)

- University Degree - per year (level) completed: 1½ points
(Maximum of ~~6~~7 years)

- Formal integrated work/study program such as
P.Eng., CA, CGA, CMA (formerly RIA),
Certified Journeyman -
per year (level) completed: 1½ points
(Maximum of 5 years)

The maximum credit for formal qualifications shall be six (6) years. For employees hired after October 1, 2017, the maximum credit for formal qualifications will be seven (7) years.

(Note that years included herein are not also to be included under Factor A)

Remainder of section 1. remains unchanged

PROGRESSION FACTORS

Union holds

Question: What is the total costing on this proposal?

CEC Proposal

2. PROGRESSION FACTORS

As per 14.03 A 2 (a), (b) and (c) annual base salary step increments up to and including the appropriate control point of the applicable salary schedule are based upon experience. Above the control point and up to the employee's maximum attainable salary step, annual base salary step increments are based on the employee's performance.

	Step Value
A) Experience - to control point	1 step per year
B) Performance - above control point where performance satisfactory	1 step per year
C) Further Formal Education - where prior approval given by the College	1 step for each completed year at the post-secondary level - on the basis of the explanatory notes set out in Section B of the Appointment Factors on pages 133-134. Note: No credit will be given where to do so would reduce total progression time to the appropriate maximum to less than 4 years.

Special Note to Raters:

If a given individual's qualifications and experience are such that the College concerned considers that person to be particularly important to its program but the salary as established by the plan is inadequate, the College may grant up to ~~five (5)~~ **seven (7)** additional steps on appointment provided the resultant rate does not place the individual above the maximum salary.

Should the College consider that a higher starting salary is required, for those employees hired after December 20, 2017, the College shall seek the consent of the Union, which shall not be unreasonably withheld.

**SECTION II
CLASSIFICATION PLAN FOR INSTRUCTORS**

Union agrees with housekeeping correction

**SECTION II
CLASSIFICATION PLAN FOR INSTRUCTORS**

CEC notes the following housekeeping correction that needs to be made.

1.B) Relevant Formal Qualifications

Formal qualifications are those which constitute the norm in institutions of post-secondary education in the Province of Ontario. Only full years of post-secondary education at successively higher levels, and leading to a diploma, professional accreditation or degree, are recognized. For example, a graduate of a three-year technology program in a College would be given 1½ points for each of the three years, regardless of the length of time actually spent by the individual in obtaining the diploma.

No credit is to be given for a year of study in which there was significant duplication of other studies. Therefore, only the highest qualification will be used in computation unless the subject areas are from different disciplines and all relevant to the appointment.

- CAAT Diploma or Post-Secondary Certificate -
per year (level) completed: 1½ points
(Maximum of 4 years)
- University Degree - per year (level) completed: 1½ points
(Maximum of ~~6~~ 7 years)
- Formal integrated work/study program such as
P.Eng., CA, CGA, CMA (formerly RIA),
Certified Journeyman -
per year (level) completed: 1½ points
(Maximum of 5 years)

The maximum credit for formal qualifications shall be six (6) years. For employees hired after October 1, 2017, the maximum credit for formal qualifications will be seven (7) years.

(Note that years included herein are not also to be included under Factor A)

Remainder of section 1. remains unchanged

PROGRESSION FACTORS

Union holds

Question: What is the total costing on this proposal?

CEC makes the following proposal

2. PROGRESSION FACTORS

As per 14.03 A 2 (a), (b) and (c) annual base salary step increments up to and including the appropriate control point of the applicable salary schedule are based upon experience. Above the control point and up to the employee's maximum attainable salary step, annual base salary step increments are based on the employee's performance.

	Step Value
A) Experience - to control point	1 step per year
B) Performance - above control point where performance satisfactory	1 step per year
C) Further Formal Education - where prior approval given by the College	1 step for each completed year at the post-secondary level - on the basis of the explanatory notes set out in Section B of the Appointment Factors on pages 133-134. Note: No credit will be given where to do so would reduce total progression time to the appropriate maximum to less than 4 years.

Special Note to Raters:

If a given individual's qualifications and experience are such that the College concerned considers that person to be particularly important to its program but the salary as established by the plan is inadequate, the College may grant up to ~~five (5)~~ **seven (7)** additional steps on appointment provided the resultant rate does not place the individual above the maximum salary.

Should the College consider that a higher starting salary is required, for those employees hired after December 20, 2017, the College shall seek the consent of the Union, which shall not be unreasonably withheld.