



COLLEGE  
**EMPLOYER**  
COUNCIL

CONSEIL DES  
**EMPLOYEURS**  
DES COLLÈGES

# Academic Bargaining 2021

## College Non-Monetary Proposals



Presented by:

The College Employer Council

(on behalf of the Colleges of Applied Arts and  
Technology)

To:

The Ontario Public Service Employees Union  
(for CAAT Academic Employees)

July 8, 2021

# **ACADEMIC BARGAINING 2021**

---

## **COLLEGE NON-MONETARY PROPOSALS**

### **COLLEGES' GOALS**

The Colleges have established a clear set of goals and values for this round of bargaining:

- Negotiate a fair and reasonable settlement for our faculty
- Expand Colleges' ability to deliver quality programming in a flexible manner
- Continue to provide necessary support to ensure the success of our diverse students
- Preserve the sustainability of Colleges as public institutions
- Respect the bargaining process by engaging in rational and informed discussion.
- Integrate the values of equity, diversity and inclusion (EDI) into the process
- Maintain students as the central concern while balancing the needs of all college stakeholders
- Foster an ongoing positive relationship between the union and management

These goals and values will guide our deliberations and help us assess proposals that come forward as bargaining progresses.

The CEC, on behalf of the Colleges, would like to discuss changes to the collective agreement that will enhance the ability of the colleges to sustain the long-term provision of quality education by:

Updating the workload and other provisions of the collective agreement:

- Review the implementation of the partial-load job security provisions (registry) and propose improvements based on shared experience.
- Propose workload changes recognizing differences between asynchronous and synchronous delivery
- Amend the workload provisions to account for the delivery needs of specialized programs (academic upgrading, apprenticeship, aviation, etc.)
- Review scheduling provisions to better serve the access needs of students and align with a modern year-round college

Enhancing the College's ability to support the quality of education

- Allow for a single temporary teacher to cover the full period of absence of a full-time faculty on a defined leave of absence of over twelve months
- Ensure annual professional leave enhances the quality of education
- Provide a longer training and assessment period for probationary employees

Revising the language on staffing & recruitment

- Modernize language of Counsellor class definition
- Increase flexibility in staffing models and supervision
- Recognize partnerships with accrediting bodies when assessing staffing priorities

Clarifying the provisions on union business

- Adjust communication timelines for union business to facilitate effective planning

Adapting grievance procedures to recognize the time-limited and exceptional circumstances of the pandemic

- Given the impact of legislation and public health requirements on staffing models, provide a moratorium on the use of staffing data during the pandemic period

Modernizing the collective agreement

- Review the collective agreement to update language and identify priorities to support Equity, Diversity, and Inclusion.
- Clarify Pregnancy/Parental Leave SUB language

Other

- Explore options to jointly collect workload data on a go forward basis
- Broaden language into Article 4 to identify the shared interest of fostering a mutually respectful workplace

**The CEC reserves the right to add to or to modify these proposals during the course of bargaining.**

**Monetary issues will be discussed after the discussions of our non-monetary issues.**