



Academic Bargaining 2021

College Proposal – M09

Housekeeping



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)

September 15, 2021

M08 - Housekeeping

Equity

Throughout the collective agreement replace "his or her" with "their" and "he or she" with "they"

Amend the Agreement to replace gendered and binary language

Incorporation of Kaplan Award

Amend Article 14.01 A to read:

14.04 A Persons who teach over six and up to and including 12 hours per week on a regular basis shall be referred to as "partial-load" employees. They shall ~~not receive salary or vacation but~~ be paid for the performance of each teaching hour at an hourly rate in accordance with the rates set out in Article 26, Partial-Load Employees.

Changes awarded by Arbitrator Kaplan in decision of October 28, 2019

Add Article 26.02 C NEW

26.02 C Entitlement to any vacation time will be provided in accordance with the *Employment Standards Act, 2000.*

Amend Article 21.01 to Read

21.01 Both parties to this Agreement recognize the over-riding professional responsibility to the students. Leaves of absence as provided in this Article will therefore be scheduled where possible to ensure a minimum of disruption to the educational programs of the College. Reasonable notice shall be given to the supervisor concerned ~~**It is understood that leaves under Article 21, Leaves of Absence, or under Article 17, Short-Term Disability Plan (STD), that are for the purpose of dealing with the death, illness, injury, or medical emergency of a person referred to in 21.04 or are for personal illness, injury, or medical emergency should be credited towards the emergency leave provisions of the *Employment Standards Act, S.O. 2001.***~~

Leaves of Absence referenced in the *Employment Standards Act, S.O. 2000*, and listed below, are available to employees in accordance with and subject to the provisions of the *Act*.
Sick Leave

Family Responsibility Leave
Bereavement Leave
Family Medical Leave
Domestic or Sexual Violence Leave
Child Death Leave
Crime-Related Child Disappearance Leave
Critical Illness Leave
Family Caregiver Leave
Organ Donor Leave
Reservist Leave

Change of Name CEC (College Employer Council)

Throughout the body of the collective agreement replace "Council" with "CEC"

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