

# Academic Bargaining 2021

## College Proposal – M11

### Monetary Proposal



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

## M11- Monetary Proposal

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**Term:**

- **Three (3) year term (October 1, 2021 – September 30, 2024)**

*Increase consistent with Bill 124*

**Compensation Adjustments:**

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

- **1.0% ATB (Date of Ratification)**
- **1.0% ATB (October 1, 2022)**
- **1.0% ATB (October 1, 2023)**

### Salary Schedules for Full-Time Professors, Counsellors and Librarians

#### 14.03 A 1

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

<b>STEP LEVEL</b>	<b>1.0% Effective [Date of Ratification]</b>	<b>1.0% Effective October 1, 2022</b>	<b>1.0% Effective October 1, 2023</b>
Step 5	\$67,221	\$67,893	\$68,572
Step 6	\$70,308	\$71,011	\$71,721
Step 7	\$73,394	\$74,128	\$74,869
Step 8	\$76,478	\$77,243	\$78,015
Step 9	\$79,563	\$80,359	\$81,163
Step 10	\$82,647	\$83,473	\$84,308
Step 11	\$85,733	\$86,590	\$87,456
Step 12	\$88,818	\$89,706	\$90,603
Step 13	\$91,905	\$92,824	\$93,752
Step 14	\$94,989	\$95,939	\$96,898
Step 15	\$98,077	\$99,058	\$100,049
Step 16	\$101,153	\$102,165	\$103,187
Step 17	\$104,230	\$105,272	\$106,325
Step 18	\$107,304	\$108,377	\$109,461

Step 19	\$110,381	\$111,485	\$112,600
Step 20	\$113,457	\$114,592	\$115,738
Step 21	\$116,532	\$117,697	\$118,874

### Salary Schedules for Full-Time Instructors

#### 14.03 A 2

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

<b>STEP LEVEL</b>	1.0% Effective [Date of Ratification]	1.0% Effective October 1, 2022	1.0% Effective October 1, 2023
Minimum	\$44,221	\$44,663	\$45,110
Step 1	\$47,311	\$47,784	\$48,262
Step 2	\$50,392	\$50,896	\$51,405
Step 3	\$53,476	\$54,011	\$54,551
Step 4	\$56,564	\$57,130	\$57,701
Step 5*	\$59,649	\$60,245	\$60,847
Step 6	\$62,733	\$63,360	\$63,994
Step 7	\$65,819	\$66,477	\$67,142
Step 8	\$68,905	\$69,594	\$70,290
Step 9	\$71,991	\$72,711	\$73,438
Step 10	\$75,077	\$75,828	\$76,586

**\*Control point of Range**

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### Post-Secondary Partial-Load Professors

STEP LEVEL	1.0% Effective [Date of Ratification]	1.0% Effective October 1, 2022	1.0% Effective October 1, 2023
Step 5	\$89.81	\$90.71	\$91.62
Step 6	\$93.94	\$94.88	\$95.83
Step 7	\$98.06	\$99.04	\$100.03
Step 8	\$102.18	\$103.20	\$104.23
Step 9	\$106.32	\$107.38	\$108.45
Step 10	\$110.41	\$111.51	\$112.63
Step 11	\$114.54	\$115.69	\$116.85
Step 12	\$118.68	\$119.87	\$121.07
Step 13	\$122.78	\$124.01	\$125.25
Step 14	\$126.92	\$128.19	\$129.47
Step 15	\$131.03	\$132.34	\$133.66
Step 16	\$135.15	\$136.50	\$137.87
Step 17	\$139.29	\$140.68	\$142.09
Step 18	\$143.40	\$144.83	\$146.28
Step 19	\$147.53	\$149.01	\$150.50
Step 20	\$151.67	\$153.19	\$154.72
Step 21	\$155.80	\$157.36	\$158.93

### Non-Post-Secondary Partial-Load Professors

STEP LEVEL	1.0% Effective [Date of Ratification]	1.0% Effective October 1, 2022	1.0% Effective October 1, 2023
Step 5	\$80.82	\$81.63	\$82.45
Step 6	\$84.57	\$85.42	\$86.27
Step 7	\$88.24	\$89.12	\$90.01
Step 8	\$91.96	\$92.88	\$93.81
Step 9	\$95.67	\$96.63	\$97.60
Step 10	\$99.37	\$100.36	\$101.36
Step 11	\$103.10	\$104.13	\$105.17
Step 12	\$106.80	\$107.87	\$108.95
Step 13	\$110.52	\$111.63	\$112.75
Step 14	\$114.23	\$115.37	\$116.52
Step 15	\$117.92	\$119.10	\$120.29
Step 16	\$121.65	\$122.87	\$124.10

Step 17	\$125.36	\$126.61	\$127.88
Step 18	\$129.08	\$130.37	\$131.67
Step 19	\$132.79	\$134.12	\$135.46
Step 20	\$138.17	\$139.55	\$140.95
Step 21	\$143.53	\$144.97	\$146.42

### **Post-Secondary Partial-Load Instructors**

STEP LEVEL	1.0% Effective [Date of Ratification]	1.0% Effective October 1, 2022	1.0% Effective October 1, 2023
Minimum	\$59.06	\$59.65	\$60.25
Step 1	\$63.22	\$63.85	\$64.49
Step 2	\$67.32	\$67.99	\$68.67
Step 3	\$71.45	\$72.16	\$72.88
Step 4	\$75.56	\$76.32	\$77.08
Step 5	\$79.71	\$80.51	\$81.32
Step 6	\$83.82	\$84.66	\$85.51
Step 7	\$87.92	\$88.80	\$89.69
Step 8	\$92.04	\$92.96	\$93.89
Step 9	\$96.14	\$97.10	\$98.07
Step 10	\$100.30	\$101.30	\$102.31

### **Non-Post-Secondary Partial-Load Instructors**

STEP LEVEL	1.0% Effective [Date of Ratification]	1.0% Effective October 1, 2022	1.0% Effective October 1, 2023
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Minimum	\$53.16	\$53.69	\$54.23
Step 1	\$56.87	\$57.44	\$58.01
Step 2	\$60.58	\$61.19	\$61.80
Step 3	\$64.31	\$64.95	\$65.60
Step 4	\$67.98	\$68.66	\$69.35
Step 5	\$71.71	\$72.43	\$73.15
Step 6	\$75.43	\$76.18	\$76.94
Step 7	\$79.12	\$79.91	\$80.71
Step 8	\$82.85	\$83.68	\$84.52
Step 9	\$86.54	\$87.41	\$88.28
Step 10	\$90.28	\$91.18	\$92.09

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