

# Academic Bargaining 2021

## College Proposal – M03

### Pandemic Impact on Staffing



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)

## **M02 – Pandemic Impact on Staffing**

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### **Amend Article 2.03 D as follows**

**2.03 D** Grievances alleging a violation of Article 2.02 and Article 2.03 A cannot rely on staffing which occurred from September 1, 2014 to December 20, 2017, **or from March 23, 2020 to April 30, 2022** to assist in establishing a breach of either of those Articles.

The COVID-19 Pandemic has caused the Colleges to experience higher than normal usage of partial load faculty because of the need for physical distancing in in-person settings. As a result, it is inappropriate to use the staffing data during the period from March 2020 to at least May 2022 as a foundation for a staffing preference claim.

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