



COLLEGE  
**EMPLOYER**  
COUNCIL

CONSEIL DES  
**EMPLOYEURS**  
DES COLLÈGES

# Academic Bargaining 2021

## College Proposal – M02

### Workload



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)

August 11, 2021

## M02 – WORKLOAD

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### NEW LETTER OF UNDERSTANDING:

#### WORKLOAD FORMULA

The parties will establish, no later than March 1, 2022, a Task Force on Workload. Both parties will nominate one member. If the parties are unable to agree upon a chair, William Kaplan will choose the chair in a process of final offer selection. The Task Force is to complete its work by February 1, 2023. The Task Force shall discuss and examine the following issues relating to the assignment of work to full-time faculty under Article 11:

- The impact, if any, of mode of delivery including in person, remote learning that is synchronous, asynchronous, blended synchronous and asynchronous or multi-modal on preparation, evaluation and feedback, and complementary functions.
- Whether and to what extent there has been an increase in the amount of time normally spent on “normal administrative tasks” including but not limited to student accommodation activities, meetings and training.
- The impact of the diversity of students on the time required for evaluation.
- The application of Article 11.04 to Counsellors.
- The application of Article 11.04 to Librarians.
- Whether “routine” and “assisted” evaluation methods are best considered separately and to what extent each form of evaluation ought to attract different rates of attribution.
- Does the preparation time required for field placement supervision assignments differ from that required for theory/classroom courses.
- Is the current workload formula appropriate in recording the workload of Teachers in Apprenticeship Programs.

*Colleges do believe that it is healthy to review the functioning of the workload formula from time to time. It may well be time to conduct another study of the functioning of the formula in order to ensure that it continues to provide an equitable basis for the distribution of work. The study could address both the Union's and the College's perceptions of areas for adjustment in the formula. The study could then report to the parties in advance of the next round of bargaining in order that we may both approach this issue with objective data and expert advice. In return for the withdrawal of the union proposals respecting workload, CEC proposes a letter of understanding establishing a workload review task force.*

- Is the current workload formula appropriate in the recording of the workload for Teachers in Academic Upgrading.
- Is the current workload formula appropriate in the recording of the workload for Teachers in specialized programs such as Aviation.
- and any other matters deemed appropriate by the Task Force.

The Task force may engage, upon majority agreement, third party assistance respecting stakeholder surveys and statistical analysis. The costs of the Task Force shall be paid by the CEC and OPSEU in equal shares.

The College will be reimbursed by the Union for the release time granted to the Union representative on the Task Force in accordance with Article 8.02. CEC will bear the cost of its representative.

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