



COLLEGE  
EMPLOYER  
COUNCIL

CONSEIL DES  
EMPLOYEURS  
DES COLLÈGES

# Academic Bargaining 2024 Non-Monetary College Proposal – M2



## Article 11 (Non-Workload Taskforce Data Informed 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 26, 2024

## **Article 11 (Non-Workload Taskforce Data Informed)**

---

### **Amend 11.01 H 1**

**11.01 H 1** The College shall allow each teacher at least ten working days of professional development in each academic year **to engage in approved academic, technical, industrial or other pursuits which will enhance the ability of the teacher to perform their responsibilities.**

### **Amend 11.01 H 2**

**11.01 H 2** ~~Unless otherwise agreed between the A teacher and the supervisor~~ **may agree, that** the allowance of ten days shall include ~~one a~~ **a** period of at least five consecutive working days for professional development. **The teacher shall make any such request for consecutive professional development days with a minimum of 30 days' notice.**

### **Amend 11.01 H 3**

**11.01 H 3** The **nature, type and** arrangements for such professional development shall be made following discussion between the supervisor and the teacher **and is** subject to agreement between the supervisor and the teacher, ~~and such agreement~~ **which** shall not be unreasonably withheld.

**The balance of Article 11.01 H remains unchanged**

### **Amend Article 11.03**

**11.03** ~~The academic year shall be ten months in duration and shall, to the extent it be feasible in the several Colleges to do so, be from~~ **commence** September 1 to the

following ~~June 30~~ **August 31**. The academic year shall in any event permit year-round operation and where a College determines the needs of any program otherwise, then the scheduling of a teacher in one or both of the months of July and August shall be on a consent or rotational basis.

#### **Amend 11.04 B 1**

**11.04 B 1** The College shall allow each Counsellor and Librarian at least ten working days of professional development in each academic year **to engage in approved academic, technical, industrial or other pursuits which will enhance the ability of the Counsellor or Librarian to perform their responsibilities.**

#### **Amend 11.04 B 2**

**11.04 B 2** ~~Unless otherwise agreed between the~~ **A** Counsellor/ or Librarian and the supervisor **may agree, that** the allowance of ten days shall include one **a** period of at least five consecutive working days for professional development. **The Counsellor/Librarian shall make any such request for consecutive professional development days with a minimum of 30 days' notice.**

#### **Amend 11.04 B 3**

**11.04 B 3** The **nature, type and** arrangements for such professional development shall be made following discussion between the supervisor and the Counsellor or Librarian **and is** subject to agreement between the supervisor and the Counsellor or Librarian, and such agreement **which** shall not be unreasonably withheld.

**The balance of Article 11.04 remains unchanged**

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