

The following initial proposal was presented to the CEC negotiations team on July 16, 2024. Below, you will find our overview of the proposal, as well as the specific changes to the Collective Agreement that we tabled. In the margins of the table below, you will find brief notes explaining the intent of the changes.

FACULTY PROPOSALS – COORDINATORS

DEMANDS:

- Strengthen language around the role and workload of coordinators
- Prevent the contracting in or out, privatization, or outsourcing of bargaining unit work in whole or in part

OVERVIEW:

Coordinators play a critical role in training Ontario's future, as they provide academic leadership. Their input is vital to ensure that programs and courses run smoothly and effectively.

Coordinators have expressed concerns regarding both their role and workload. While the 2021 round of bargaining resulted in language that required managers to assign the coordinator's specific duties, "which shall be reduced to writing prior to the acceptance of the designation, subject to changes as circumstances require," further clarification is required. Coordinators at many colleges continue to receive generic descriptions of their duties rather than details that are specific to the coordinator's circumstances. Coordinators continue to report workloads that are unmanageable and that shift unpredictably between and even within semesters.

Additionally, we continue to see coordinator work being assigned outside of the bargaining unit to administrators and support staff. Given the importance of and the knowledge required to provide this necessary and essential academic leadership, it is crucial that faculty be the ones exclusively tasked with coordinator duties. Coordinators' content expertise and connection to the program/courses, faculty and students are required to ensure that quality education is being delivered.

Finally, lack of transparency is another key issue. Faculty want a transparent process for the appointment of and compensation for coordinators, as there is currently no consistency of either of these variables in the Ontario college system.

We are presenting these proposals in Article 14 to address the issues outlined above. It is our view that these proposals would ensure a fair and equitable process to support the valuable work that coordinators do in training Ontario's future.

Articles not referenced remain unchanged.

**Article 14
SALARIES**

Guidelines

Allowances - Professors

14.03 A 3 Coordinator Allowance – Coordinators are ~~teachers~~ **academic bargaining unit members** who in addition to their ~~teaching~~ **faculty** responsibilities are required to provide academic leadership in the coordination of courses and/or programs. Coordinators report to the academic manager who assigns their specific duties, which shall be **discussed during workload discussions that take place prior to each term and shall be** reduced to writing prior to the acceptance of the designation, ~~subject to changes as circumstances require.~~ It is understood that coordinators do not have responsibility for the supervision, **hiring** or for the disciplining of teachers in the **other** bargaining unit **members**. It is not the intention of the Colleges to require employees to accept the designation of coordinator against their wishes.

Those employees who are designated as coordinators will **shall** receive an allowance equal to one or two steps on the appropriate salary schedule. Such allowance will be in addition to the individual's annual base salary. **They shall also be assigned additional attributed time as a complementary function. The time assigned will be congruent with the tasks required and that have been reduced to writing.**

Notice shall be posted in the College of all coordinator vacancies. Such notice shall be posted for at least five working days. At the same time, notice of these vacancies shall be sent to the Union Local President.

Consideration shall include review of the competence, skill and experience of the applicants in relation to the requirements of the vacancies.

*Clarifying that coordinating is academic bargaining unit work
Clarifying the duties of the coordinator prior to each term when the faculty member's workload is being discussed
Further clarifying that coordinators do not engage in management work*

Ensuring that all coordinators receive two steps on the salary grid for the sake of consistency and transparency and sufficient time to complete the work

Ensuring a transparent appointment process for coordinator appointments

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