



# Academic Bargaining 2024

## Union responses to Management Proposal on Article 2 (M1)

Presented by:

The Ontario Public Service Employees Union  
(for CAAT Academic Employees)

To:

The College Employer Council  
(on behalf of the Colleges of Applied Arts and  
Technology)

**July 29, 2024**

**ARTICLE 2**

**NEW Article 2.03 E**

**STAFFING**

**2.03 E A grievance regarding a violation of Article 2.02 or 2.03 A shall identify all bundle(s) of work that the Union alleges constitute a full-time position or positions.**

**Union does not agree.**

This concession attempts to limit the ability of locals to file a staffing grievance by adding restrictions.

Additionally, this concession disproportionately affects smaller locals by further restricting their ability to file a grievance.

The College already has access to this data within Articles 26.10 D, 27.04, 27.11 and 27.12. As well as the October Staffing Survey and any other relevant data.

The College is bound by responsibilities in the Collective Agreement to give preference to full-time hiring (Articles 2.02 & 2.03). The October Staffing Survey data illustrates that they are not abiding by these responsibilities.