



Academic Bargaining 2024

Union responses to Management Proposal on Article 11 (Non-Workload Taskforce Data Informed Proposals)

(M2)

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)

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.**

This concession would violate our rights to Academic Freedom in Article 13.04. Faculty are scholarly academics and/or subject matter experts with the right and responsibility to determine their own academic needs to inform their professional development.

Union does not agree.

This concession would further restrict and direct faculty access to professional development.

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~~ 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.**

This concession would violate our rights to Academic Freedom in Article 13.04. Faculty are scholarly academics and/or subject matter experts with the right and responsibility to determine their own academic needs to inform their professional development.

Union does not agree.

This concession would further restrict and direct faculty access to professional development.

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

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teacher, and such agreement **which** shall not be unreasonably withheld.

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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.

The College already has the ability to operate on a year-round basis.

This concession would increase faculty workload, further reduce 11.08 time and restrict our rights in Article 15 -Vacations.

Union does not agree.

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.**

This concession would violate our rights to Academic Freedom in Article 13.04. Faculty are scholarly academics and/or subject matter experts with the right and responsibility to determine their own academic needs to inform their professional development.

Union does not agree.

This concession would further restrict and direct faculty access to professional development.

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Union does not agree.

subject matter experts with the right and responsibility to determine their own academic needs to inform their professional development.

This concession would further restrict and direct faculty access to professional development.

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.

Union does not agree.

This concession would violate our rights to Academic Freedom in Article 13.04. Faculty are scholarly academics and/or subject matter experts with the right and responsibility to determine their own academic needs to inform their professional development.

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