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TRAINING ONTARIO'S FUTURE - ÉDUQUER L'AVENIR DE L'ONTARIO

Union Demands/Proposals with College Proposals/Concessions

**Note: All proposals can be found here - [Bargaining 2024 proposals](#)*

Demand: Improve the salary grids and wages to better our position in relation to our comparator groups, to account for inflation, and to ensure that compensation is equitable for all faculty members.

Union Proposal	College Proposals
Monetary – Will be presented later	Monetary – Will be presented later

Demand: Teaching faculty total workload be reduced to 40 hours or less in any given week.

Union Proposal	College Proposals
U1	None
Improvements	Concessions
Reduces the maximum weekly total workload to 40 hours (U1).	

Demand: Improve benefit coverage for all faculty.

Union Proposal	College Proposals
U2, Monetary – Presented Later	None
Improvements	Concessions
Expands access to benefits for Partial-Load faculty (U2).	



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Demand: Establish intellectual property rights for all educational materials produced in the course of employment; recognize faculty ownership of all performances in the course of employment, regardless of mode of delivery.

Union Proposal	College Proposals
U7	<i>None</i>
Improvements	Concessions
Creates strengthened language over intellectual property and prevents the colleges from selling off faculty-owned and -developed materials without our authorization (U7).	



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Demand: Ensure that all faculty (professors, instructors, counsellors, librarians) workload is accurately measured, recorded, and fair.

Union Proposal	College Proposals
U1, U2	M2, M11
Improvements	Concessions
<p>Implements the voice of all faculty in workload calculations/assignment (U1).</p> <p>Accounts for modes of delivery (U1).</p> <p>Increases time for preparation, evaluation and feedback (U1).</p> <p>Provides a mechanism for overtime for Counsellors and Librarians (U1).</p> <p>Creates a Partial-Load Assignment Calculator (PLAC) for Partial-Load members to measure and provide workload limits (U2).</p> <p>Provides a mechanism for recording the details of complementary functions (U1).</p> <p>Ensures clinical/field/work placements and continuous intake courses are assigned as course preparations, not as a complementary function (U1).</p> <p>Ensures curriculum development work is accurately and appropriately recorded (U1).</p>	<p>Attempts to further restrict, reduce, direct and control our access to Professional Development (M2).</p> <p>Removes five (5) consecutive days of professional development (M2).</p> <p>Eliminates the definition of the academic year as being 10 months, posing risk to accessing preferred vacation blocks and 11th month provisions (M2).</p> <p>Reduces PL faculty in service courses and undermines seniority (M11).</p> <p>Enforces the additional work done by PL members outside of the classroom and implies this work is already compensated (M11).</p> <p>Introduces a “10 service credit” probationary period for PL faculty (M11).</p>



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Demand: Ensure that faculty workload measurements reflect current changes in our profession, including student needs (e.g., accommodations and language proficiency), delivery modes, artificial intelligence, and other relevant factors.

Union Proposal	College Proposals
U1, U3, U7	None
Improvements	Concessions
<p>Increases weekly allotment for out-of-class student assistance/administrative tasks (U1).</p> <p>Introduces overtime protections for Counsellors and Librarians to ensure that their workload is inclusive of these issues (U1).</p> <p>Allows Counsellors to determine the organization, delivery, and management of counselling services, per regulatory requirements (U7).</p> <p>Allows for these (and other) relevant workload variables to be considered in both workload assignments, and in workload disputes (U1).</p>	



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Demand: Strengthen language around the role and workload of coordinators.

Union Proposal	College Proposals
U3	<i>None</i>
Improvements	Concessions
Prevents outsourcing of faculty (Coordinator) work (U3). Provides all coordinators with two steps on the salary grid for this work (U3). Ensures a transparent process for Coordinator hiring (U3).	



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Demand: Prevent the contracting in or out, privatization, or outsourcing of bargaining unit work in whole or in part.

Union Proposal	College Proposals
U3, U5	M1, M3, M6, M8
Improvements	Concessions
Prevents the contracting out of faculty (Coordinator) work (U3) .	Restricts our ability to file Article 2 staffing grievances which disproportionately impacts smaller locals, including limiting union participation (M1) .
Creates stable complement language to ensure that there is always adequate staffing at colleges (U5) .	<i>*The Colleges already have the information needed to determine full-time bodies of work.</i>
Clarifies timelines for replacement of faculty positions lost to permanent voluntary leaves including retirement, or termination (U5) .	<i>*The Colleges are already failing to meet their responsibilities set out in the CA to give preference to full-time hiring.</i>
Defines courses considered in full time bodies of work as any for-credit course used for the completion of a credential regardless of mode of delivery (U5) .	Permits the Colleges to lay faculty off for additional reasons ('credential' and 'accreditation') rather than just qualifications and, in turn, decreases employment stability for faculty (M1) .
Prevents the Colleges from re-assigning bargaining unit positions/work outside of the bargaining unit (U5) .	Allows the Colleges to circumvent the sessional rollover rules for Counsellors and Librarians (M6) .
Ensures the Colleges give preference to full-time hiring over partial-load, part-time, and sessional hiring (U5) .	<i>* There are 230 counsellors in the system. This would likely be a relatively rare request to a union local made by the College. The Colleges already can negotiate local agreements in unique circumstances.</i>
Ensures the Colleges gives preference to partial-load hiring over part-time and sessional hiring (U5) .	Permits non-bargaining unit members to apply as internal candidates for full-time vacancies (M3) .
Introduces <i>no contracting out</i> language (U5) .	Permits the Colleges to reassign Professor work (academic direction provided to instructors) to management (M8) .



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Demand: Ensure that faculty have no less than 2 months of faculty-controlled and -determined non-SWF'ed work during one term per academic year.

Union Proposal	College Proposals
U1	M2
Improvements	Concessions
<p>Increases access to Professional Development time, controlled by faculty (U1).</p> <p>Secures a two-month block assigned as the 11.08 period to complete critical work, such as curriculum review (U1).</p>	<p>Removes five (5) consecutive days of professional development (M2).</p> <p>Undermines Academic Freedom (M2).</p> <p>Attempts to further restrict, reduce, direct and control our access to Professional Development (M2).</p> <p>The Workload Taskforce does, in fact, inform the professional development needs of faculty (M2).</p> <p>Eliminates the definition of the academic year as being 10 months, posing risk to accessing preferred vacation blocks and 11th month provisions (M2).</p> <p>Proposes extension to the academic year (also likely attempts to target programs identified in the last round: aviation, academic upgrading and trades) (M2).</p> <p><i>*Colleges can already operate on a year-round basis and are doing so.</i></p> <p>Reduction of PL faculty in service courses and undermines seniority (M2).</p>



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Demand: Establish minimum complements of full-time bargaining unit jobs, in particular librarians and counsellors, at each college.

Union Proposal	College Proposals
U5	M1
Improvements	Concessions
<p>Creates stable complement language to ensure that there is always adequate staffing at colleges (U5).</p> <p>Clarifies timelines for replacement of faculty positions lost to voluntary permanent leaves including retirement, or termination (U5).</p>	<p>Restricts our ability to file Article 2 staffing grievances which disproportionately impacts smaller locals, including limiting union participation (M1).</p> <p><i>*The Colleges already have the information needed to determine full-time bodies of work.</i></p> <p><i>*The Colleges are already failing to meet their responsibilities set out in the CA to give preference to full-time hiring.</i></p>



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Demand: Ensure that all work performed by partial-load faculty is appropriately and equitably recognized, recorded, and compensated – including work done outside the contract period.

Union Proposal	College Proposals
U2	M11
Improvements	Concessions
Introduces the Partial-Load Assignment Calculator (PLAC) to record workload and limit the non-classroom work of Partial-Load faculty that resembles the SWF for Full Time faculty (U2). Establishes compensation for mandatory training performed outside of contract periods (U2).	Enforces the additional work done by PL members outside of the classroom and implies this work is already compensated (M11).



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Demand: Improve job security for partial-load faculty and employment stability for all bargaining unit members.

Union Proposal	College Proposals
U2, U5	M3, M6, M8
Improvements	Concessions
<p>Creates stable complement language to ensure that there is always adequate staffing at colleges (U5).</p> <p>Clarifies timelines for replacement of faculty positions that are lost to voluntary permanent leaves including retirement, or termination (U5).</p> <p>Defines courses considered in full-time bodies of work as any for-credit course used for the completion of a credential regardless of mode of delivery (U5).</p> <p>Prevents the Colleges from re-assigning bargaining unit positions outside of the bargaining unit (U5).</p> <p>Ensures the Colleges gives preference to full-time hiring over part-time and sessional hiring (U5).</p> <p>Ensures the Colleges give preference to partial-load hiring over part-time and sessional hiring (U5).</p> <p>Introduces 'no contracting out' language (U5).</p>	<p>Permits the Colleges to lay faculty off for additional reasons ('credentials' and 'accreditation') rather than just qualifications and, in turn, decreases employment stability for faculty (M3).</p> <p>Permits external applicants to apply as internal candidates for full time vacancies (M3).</p> <p>Allows the college to circumvent the sessional rollover rules for counsellors and librarians (M6).</p> <p><i>* There are only 230 counsellors in the system. This would likely be a relatively rare request to a union local made by the College. The Colleges already can negotiate local agreements in unique circumstances.</i></p> <p>Permits the Colleges to reassign Professor work (academic direction provided to instructors) to management (M8).</p> <p>Permits the Colleges to undermine Instructor and Professor Academic Freedom (M8).</p> <p><i>*There are only 42 Instructors in the system, this is a future job security issue.</i></p>



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Demand: Create faculty-majority collegial governance structures to ensure a meaningful role for faculty in academic decision-making including, but not limited to, strengthening decision making authority over course materials and modes of delivery and evaluation.

Union Proposal	College Proposals
U7	None
Improvements	Concessions
<p>Introduces new language for collegial governance and directs the existing mandated <i>Advisory College Councils</i> to advise the Boards of Governors, rather than to only advise the presidents (U7).</p> <p>Introduces new language for collegial governance that strengthens the voice of faculty in governance and in a manner that builds on existing binding directives from the Ministry (U7).</p> <p>Creates specific language outlining the use of Faculty-created materials and research (U7).</p>	



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Demand: Counsellor and Librarian workload measurements be quantified to ensure that services support student needs and meet professional obligations to regulatory bodies.

Union Proposal	College Proposals
U1	<i>None</i>
Improvements	Concessions
Provides workload protections, including access to overtime (U1).	
Allows access to the WMG process, which allows workload to be challenged (U1).	
Provides additional PD days to Counsellors and Librarians (U1).	



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Demand: Strengthen language to improve union representation of members and the ability for the union to grieve and advance workload complaints on behalf of members.

Union Proposal	College Proposals
U6	M9
Improvements	Concessions
<p>Ensures the time required for joint union-college work (via committee) is attributed on workloads for all affected members (U6).</p> <p>Ensures that partial-load faculty have equitable access to union participation (U6).</p> <p>Ensures an increase to the amount of time the union can purchase (shared cost context with the College) to ensure adequate representation of members (U6).</p> <p><i>*Note: Bargaining unit is growing significantly as it relates to partial-load.</i></p> <p>Increases the Union's ability to file grievances on behalf of members and as it relates to college policies (U6).</p> <p>Ensures smaller locals are not disadvantaged in their ability to represent members (U6).</p> <p>Ensures purchase time requests can be submitted each semester given the changing needs that occur throughout the academic year (U6).</p>	<p>Attempts to direct and limit the work of the Union Bargaining Team (M9).</p> <p>Removes the responsibility of the Colleges to pay for bargaining release time other than for a maximum of 15 days and only "if required" (M9).</p> <p>Demands that Union purchase time requests are made only once per year and by April 01 of each year (locals often have elections in May/June) (M9).</p>



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Demand: Ensure equitable access to holidays, vacation, benefits, leaves, and other compensation to all members of the bargaining unit.

Union Proposal	College Proposals
U2, Monetary will be presented later	<i>None</i>
Improvements	Concessions
Improved access to benefits for partial-load faculty during intersessions/non-contract periods (U2).	



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Demand: Allow for equitable access to union participation for all bargaining unit members.

Union Proposal	College Proposals
U4, U6	M4, M9
Improvements	Concessions
<p>Arms locals with data to help make informed decisions about equity in the workplace (U4).</p> <p>Ensures the time required for joint union-college work (via committee) is attributed on workloads for all affected members (U6).</p> <p>Ensures that partial-load faculty have equitable access to union participation (U6).</p> <p>Ensures an increase in access to union purchase time to ensure the growth in membership size (partial-load) is addressed by ensuring time is available for representation (U6).</p> <p>Increases the Union's ability to file grievances on behalf of members and as it relates to college policies (U6).</p> <p>Ensures smaller locals are not disadvantaged in their ability to represent members (U6).</p> <p>Ensures purchase time requests can be submitted each semester given the changing needs that occur throughout the academic year (U6).</p>	<p>Introduces a mechanism where colleges could circumvent the Joint Grievance Scheduling System (M4).</p> <p><i>*Note - Dates are lost because colleges reject them more than 98% of the time. We have counter proposed a solution to this problem by removing the ability of colleges to do this more than once.</i></p> <p>Attempts to direct and limit the work of the Union Bargaining Team (M9).</p> <p>Removes the responsibility of the Colleges to pay for bargaining release time other than for a maximum of 15 days "if required" (M9).</p> <p>Demands that Union purchase time requests are made only once per year and by April 01 of each year (locals often have elections in May/June) (M9).</p>



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Demand: Strengthen language to prevent bullying/harassment/racism/discrimination and to provide data, oversight, and accountability.

Union Proposal	College Proposals
U4, U5	<i>None</i>
Improvements	Concessions
Mandates that improvements to 4.03 (equity) are to occur at each local (U4).	
Arms locals with data to help make informed decisions about ensuring equitable working conditions for all members (U4).	
Allows collaboration between Locals and colleges to improve equity (U4).	
Ensures the Colleges rely on employment equity principles in staffing decisions (U5).	

