



COLLEGE
EMPLOYER
COUNCIL

CONSEIL DES
EMPLOYEURS
DES COLLÈGES

College Employer Council Response to Union Proposal U-4



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 30, 2024

July 22, 2024

[New]

2.02 C **The College shall consider employment equity, as defined in Article 4.03, and the data generated by the College Employment Equity Committee (CEEC) when making decisions of hiring and classifying employees.**

The parties agree that, notwithstanding the provisions and requirements of the rest of Article 2, the College and the Union Local shall agree that employment equity and data generated by the CEEC will be an overriding consideration. Such agreements will be made in advance of a job posting or appointment.

Management does not agree with this proposal

Article 4

NO DISCRIMINATION/BULLYING/PSYCHOLOGICAL HARRASSMENT

4.03 The parties recognize a shared commitment to achieving employment equity within the college system. This, therefore, will confirm the understanding reached at negotiations between the parties that:

1. At the local level, the parties ~~will work together~~ **shall form a College Employment Equity Committee (CEEC) composed of six members, with three to be appointed by the College and three appointed by the Union Local, with joint responsibility** to facilitate:
 - the implementation of employment systems, policies and practices, including matters relating to child care, that are non-discriminatory in nature and effect, and with specific attention to addressing anti-Black racism and anti-Indigenous racism; and
 - the implementation of practices and policies to enhance the hiring of, and transfer, promotion, training and developmental opportunities of, persons from designated groups; and
 - generating data as to the current representation and distribution of the designated groups; and

- examination of recruitment and practices of hiring into the bargaining unit of persons from designated groups; and
- the removal of any barriers that may exist in employment policies and the monitoring of data relative to employment equity; and
- the attainment of appropriate representation of targeted groups identified by the Province of Ontario.

2. At the provincial level, the parties will work together to ensure that all provisions of the Agreement are non-discriminatory in nature and effect.

3. At both the provincial and local level, the parties will work together to enhance the participation of individuals from populations identified below in the day-to-day administration of the Agreement. This could include, but not be limited to, the administration of Articles 7, 9, 11, 32, 33, Appendix II and IV. The designated groups referred to above are considered to be, for the purpose of this letter:

- Women
- Racialized People
- People with disabilities
- Indigenous People (First Nations, Inuit and Métis)
- Lesbian, Gay, Bi-Sexual, Trans, Queer and 2-Spirit (LGBTQ2S*) People
- Francophones

4. Each CEEC shall, at minimum, report to both parties at the provincial level via EERC an annual report of the current representation and distribution of the designated groups as self-identified by faculty at each college in the first week of October.

Management does not agree with this proposal