



# Academic Bargaining 2024

## Union responses to

### Non-Monetary College Proposal

#### – APPENDIX VIII (M6)

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 30, 2024**

## **APPENDIX VIII**

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### **New Appendix VIII**

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#### **Extended Leave Replacement for Counsellors and Librarians**

**1. An employee under this Appendix may be assigned to replace a full-time counsellor or librarian on a leave of absence for more than 12 months but not more than 24 months.**

**2. An employee under this Appendix shall be subject to the deduction and remittance of union dues, as provided in Article 10.01 of the Agreement.**

**3. Prior to the commencement of employment, the Union shall be notified of the start and end dates of the assignment.**

**4. The employee shall be paid the applicable step rate as outlined in Article 14.03 A 1.**

**5. The employee may be released upon two weeks' written notice and shall resign by giving two weeks' written notice.**

**6. Employees covered by this Appendix are entitled to utilize the grievance procedure to enforce the rights contained in this Appendix.**

**7. No other provision of the Collective Agreement shall apply to Appendix VIII employees unless otherwise stated in this Appendix.**

**Union does not agree.**

This concession proposal directly violates Articles 2.03 B and 2.03 C and interferes with the College's responsibility to give preference to full-time hiring.

In unique circumstances, the College and the Union Local can agree in writing on terms governing staffing (see Article 7.03).