



Academic Bargaining 2024

Union responses to Management Proposal- Class Definition of Instructor (M8)

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

Class Definition of Instructor

Amend Class Definition of Instructor

¶ Under the direction of the senior academic officer of the College or designate, the Instructor classification applies to those teaching positions where the duties and responsibilities of the incumbent are limited to that portion of the total spectrum of academic activities related to the provision of instruction to assigned groups of students through prepared courses of instruction and according to prescribed instructional formats; and limited to instruction directed to the acquisition of a manipulative skill or technique; ~~and under the direction of a Professor.~~ Notwithstanding such prescription, the Instructor is responsible for and has the freedom to provide a learning environment which makes effective use of the resources provided or identified, work experience, field trips, etc., and to select suitable learning materials from those provided or identified to facilitate the attainment by the students of the educational objectives of the assigned courses.

Union does not agree.

This concession proposal removes work from our bargaining unit and re-assigns it to administrators.

The proposal also undermines the academic freedom of both professors and instructors.

Faculty are scholarly academics and/or subject matter experts with the right and responsibility to deliver quality education in our classrooms.

According to the CBIS data, there are **only 42** instructors in the system. This is a job security issue for all faculty.