



# Academic Bargaining 2024

## Union responses to M9

### Article 8 & LOU – Signing of the Collective Agreement

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**

**Amend Article 8.03**

**UNION BUSINESS**

**8.03 A** ~~The Colleges agree to provide paid leaves of absence for the seven employees who are the members of the Union's negotiating team. These leaves shall extend from the beginning of bargaining for a new contract until such date as it is completed, not just for the specific times at which direct negotiations are being conducted. Leave of absence with pay shall be granted to a maximum of seven employee representatives selected to negotiate the renewal of the Collective Agreement for necessary time off for travel, direct negotiating, and preparation. The Union shall reimburse the College for all pay during such leave except for the days scheduled by the parties for direct negotiations and a maximum of fifteen days if required, for meetings of the Union Negotiating Committee to prepare for and to complete bargaining.~~

The Union does not agree to this concession proposal. It is anti-union and anti-democratic.

As the Colleges indicated to the Union on July 25<sup>th</sup>, this process is complex and time consuming. In order to foster productive labour relations that result in agreements that ensure the needs of both sides are met, adequate time is required to do this work.

**8.03 B** The regular ~~salary,~~ pension contributions, sick leave entitlements, group insurance benefits, and other fringe benefits of employees released from duty under 8.03 A shall continue to be paid by the College. Such leave shall be with full accumulation of seniority. Employees on leave under this Article shall enjoy all rights provided by the Agreement and shall be deemed to have completed satisfactorily the total duties they could otherwise have been assigned.

**Union does not agree.**

**Article 8.04 remains unchanged**

**8.05 A** The Union Local President shall advise the College President by ~~June~~ **April 1** of each year of the employee(s) to have a reduced teaching or work assignment pursuant to the provisions of 8.04 and the College shall arrange the reductions effective for the academic year commencing September 1 subject to the availability of a suitable replacement or substitute for the employee(s) concerned and the efficient operation of the College.

**Union does not agree.**

## Letter of Understanding

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### **Amend: Letter of Understanding Re: Signing of the Collective Agreement**

#### **Re: Signing of the Collective Agreement**

The parties agree that the collective agreement will be signed within 30 days of the **interest arbitration award of Arbitrator William Kaplan, dated December 20, 2017, in accordance with the Colleges of Applied Arts and Technology Labour Dispute Resolution Act, 2017**date of ratification. If the parties have not signed the agreement within 30 days, the agreement shall be deemed signed and bargaining completed.

**Union does not agree.**