



COLLEGE
EMPLOYER
COUNCIL

CONSEIL DES
EMPLOYEURS
DES COLLÈGES

College Employer Council Response to OPSEU's U-3 Non-Monetary Proposal



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)

September 18, 2024

Article 14

CEC proposes the following change to OPSEU's proposal

SALARIES

Guidelines

Allowances - Professors

Coordinator Allowance – Coordinators are teachers ~~who in addition to their teaching responsibilities are required to~~ provide academic leadership in the coordination of courses and/or programs. Coordinators report to the academic manager who assigns their specific duties, which shall be reduced to writing prior to the acceptance of the designation, subject to changes as circumstances require. It is understood that coordinators do not have responsibility for the supervision, **hiring** or ~~for the disciplining of teachers~~ **employees** in the bargaining unit. It is not the intention of the Colleges to require employees to accept the designation of coordinator against their wishes.

Those employees who are designated as coordinators will **shall** receive an allowance equal to one or two steps on the appropriate salary schedule. Such allowance will be in addition to the individual's annual base salary. **Additional attributed time may be assigned as a complementary function.**

OPSEU's original proposal:

Article 14

SALARIES

Guidelines

Allowances - Professors

14.03 A 3 Coordinator Allowance – Coordinators are ~~teachers~~ **academic bargaining unit members** who in addition to their ~~teaching~~ **faculty** responsibilities are required to provide academic leadership in the coordination of courses and/or programs. Coordinators report to the academic manager who assigns their specific duties, which shall be **discussed during workload discussions that take place prior to each term and shall be** reduced to writing prior to the acceptance of the designation, ~~subject to changes as circumstances require~~. It is understood that coordinators do not have responsibility for the supervision, **hiring** or ~~for the disciplining of teachers in the~~ **other** bargaining unit **members**. It is not the intention of the Colleges to require employees to accept the designation of coordinator against their wishes.

Those employees who are designated as coordinators will **shall** receive an allowance equal to one or two steps on the appropriate salary schedule. Such allowance will be in addition to the individual's annual base salary. **They shall also be assigned additional attributed time as a complementary function. The time assigned will be congruent with the tasks required and that have been reduced to writing.**

Notice shall be posted in the College of all coordinator vacancies. Such notice shall be posted for at least five working days. At the same time, notice of these vacancies shall be sent to the Union Local President.

Consideration shall include review of the competence, skill and experience of the applicants in relation to the requirements of the vacancies.

The CEC reserves the right to add to or to modify these proposals during the course of bargaining.