

# **UNION PROPOSALS**

## **FOR THE MODIFICATIONS TO THE COLLECTIVE AGREEMENT**

Between the

Ontario Public Service Employees Union (OPSEU)

For the College Academic Staff

(the “Union”)

And

The College Employer Council

The “Employer”

The Union proposes the continuation and renewal of the current provisions in the collective agreement (including relevant Schedules, Letters of Understanding, Memoranda of Agreement or Settlement, Appendices and Letters of Agreement or Understanding), with the exception of the following modifications;

The following Union proposals are tabled without prejudice. Further the Union reserves the right to ADD, DELETE, AMEND or otherwise alter these proposals during the course of bargaining.

Unless otherwise stated, all changes to be effective October 1, 2024.

It must be expressly understood that agreement on some proposals may require a parallel change elsewhere in the collective agreement.

## Article 14

### SALARIES

#### Union rejects the CEC's counterproposal- CEC response to U3

#### CEC Counterproposal

## Article 14

### SALARIES

#### Guidelines

#### Allowances - Professors

**14.03 A 3** 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.**

#### Rationale for Rejection

The language presented assumes that coordination *may* receive additional time, rather than recognizing that, in all cases, these duties represent additional work over a standard teaching SWF. Also, this language removes any recognition that those expected duties are to be recorded in writing before the acceptance of the assignment.

Furthermore, the union will reject any language that allows for the duties of a coordinator to be assigned outside of the bargaining unit. Coordination is a critical aspect of academic duties which have been increasingly assigned to support and administrative staff.

#### The union revises its U3 proposal

#### Union Revised 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 semester 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.**

### Union Rationale for Revised Proposal

Coordination is a critical aspect of academic bargaining unit work. We have seen increasing trends of this work being assigned to support and administrative work, meaning that in many instances the supervision of curriculum and academic advising is being conducted by people who are not experts in their field.

Coordinators have the right to understand what duties are expected of them before they accept their workload. These conversations should occur in the same mechanism as they do with any workload included in a SWF, as these duties will change semester-by-semester.

The two sides agree that coordinators do not engage in management work, and cannot hire, fire, or discipline other employees.