



Document U-8

September 10, 2024

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.

MONETARY PROPOSALS

Compensation Adjustments:
(ATB = across-the-board to all salary steps)

- 5% ATB (October 1, 2024)
- 5% ATB (October 1, 2025)

Article 14

SALARIES

Professors, Librarians and Counsellors

The addition of one step at the top of the salary table and the deletion of the two lowest steps on the salary table effective October 1, 2024. An additional step at the top of the salary table effective October 1, 2025.

	Under Current CA	As of Oct. 1, 2024	As of Oct. 1, 2025
Step 7	\$79,791	\$83,781	\$87,970
Step 8	\$83,144	\$87,301	\$91,666
Step 9	\$86,497	\$90,822	\$95,363
Step 10	\$89,851	\$94,344	\$99,061
Step 11	\$93,205	\$97,865	\$102,759
Step 12	\$96,560	\$101,388	\$106,457
Step 13	\$99,915	\$104,911	\$110,156
Step 14	\$103,269	\$108,432	\$113,854
Step 15	\$106,625	\$111,956	\$117,554
Step 16	\$109,969	\$115,467	\$121,241
Step 17	\$113,315	\$118,981	\$124,930
Step 18	\$116,657	\$122,490	\$128,614
Step 19	\$120,002	\$126,002	\$132,302
Step 20	\$123,346	\$129,513	\$135,989
Step 21	\$126,689	\$133,023	\$139,675
Step 22		\$136,482	\$143,306
Step 23			\$146,938

Instructors

The addition of two steps at the top of the salary table and the deletion of the four lowest steps on the salary table effective October 1, 2024. An additional step at the top of the salary table effective October 1, 2025.

	Under Current CA	As of Oct. 1, 2024	As of Oct. 1, 2025
Step 4	\$61,494	\$64,569	\$67,797
Step 5	\$64,848	\$68,090	\$71,495
Step 6	\$68,201	\$71,611	\$75,192
Step 7	\$71,555	\$75,133	\$78,889
Step 8	\$74,911	\$78,657	\$82,589
Step 9	\$78,265	\$82,178	\$86,287
Step 10	\$81,621	\$85,702	\$89,987
Step 11		\$89,215	\$93,676
Step 12		\$92,695	\$97,330
Step 13			\$100,984

Article 19

OTHER INSURANCE PLANS

Vision Care

19.04 The College shall pay 75% of the premiums for a Vision Care Plan providing coverage for full-time employees to a maximum of ~~\$400~~ **\$800** each two years, per person 18 years of age and over, and ~~\$400~~ **\$800** each one year per person under 18 years of age, for glasses, frames, contact lenses, and refractive surgery, subject to eligibility requirements and enrolment requirements. The balance of the premiums shall be paid by payroll deduction.

Hearing Care Plan

19.05 The College shall pay 75% of the premiums for full-time employees for a Hearing Care Plan providing coverage to a maximum of ~~\$3,000~~ **\$4,000** each three years, per person, subject to eligibility requirements and enrolment requirements. The balance of the premiums shall be paid by payroll deductions

Retirement Benefits

19.09 A (...)

(i) The retired employee **and the College** shall **each** pay **50%**, in advance, the full **of the** cost of the benefits that the retiree has enrolled in as follows:

The remainder of the article remains unchanged.

Article 26

PARTIAL-LOAD EMPLOYEES

26.04 (...)

Remove all references to post-secondary and non-post-secondary professors and instructors and associated tables.

Post-Secondary Partial-Load Professors

The addition of one step at the top of the salary table and the deletion of the two lowest steps on the salary table effective October 1, 2024. An additional step at the top of the salary table effective October 1, 2025.

	Under Current CA	As of Oct. 1, 2024	As of Oct. 1, 2025
Step 7	\$106.61	\$111.94	\$117.54
Step 8	\$111.09	\$116.64	\$122.48
Step 9	\$115.59	\$121.37	\$127.44
Step 10	\$120.04	\$126.04	\$132.34
Step 11	\$124.53	\$130.76	\$137.29
Step 12	\$129.02	\$135.47	\$142.24
Step 13	\$133.48	\$140.15	\$147.16
Step 14	\$137.98	\$144.88	\$152.12
Step 15	\$142.45	\$149.57	\$157.05
Step 16	\$146.93	\$154.28	\$161.99
Step 17	\$151.43	\$159.00	\$166.95
Step 18	\$155.90	\$163.70	\$171.88
Step 19	\$160.39	\$168.41	\$176.83
Step 20	\$164.89	\$173.13	\$181.79
Step 21	\$169.38	\$177.85	\$186.74
Step 22		\$182.47	\$191.59
Step 23			\$196.44

Post-Secondary Partial-Load Instructors

The addition of two steps at the top of the salary table and the deletion of the four lowest steps on the salary table effective October 1, 2024. An additional step at the top of the salary table effective October 1, 2025.

	Under Current CA	As of Oct. 1, 2024	As of Oct. 1, 2025
Step 4	\$82.14	\$86.25	\$90.56
Step 5	\$86.66	\$90.99	\$95.54
Step 6	\$91.13	\$95.69	\$100.47
Step 7	\$95.58	\$100.36	\$105.38
Step 8	\$100.06	\$105.06	\$110.32
Step 9	\$104.52	\$109.75	\$115.23
Step 10	\$109.05	\$114.50	\$120.23
Step 11	\$111.63	\$117.21	\$123.07
Step 12		\$119.91	\$124.71
Step 13			\$127.51

26.06 Insured Group Benefits

26.06 A Extended Health, Vision and Hearing Care

The College shall pay 100% of the billed premium of the Extended Health Plan found in Article 19, Other Insurance Plans, for partial-load employees, excluding Vision and Hearing coverage, and subject to the application procedures for this benefit, with the exception of those employees who opt out of the plan because of spousal coverage elsewhere.

The College shall provide for access to the Dental, Vision Care, Hearing Care, Critical Illness/Catastrophic Event Insurance and Life Insurance Plans found in Article 19, Other Insurance Plans, for partial-load employees ~~provided the premium is paid by the employee.~~
The cost of these insurance plans shall be split such that the College pays 50% and the partial load employee pays 50%.

Details regarding participation, eligibility, waiting period, benefit level and premium sharing are as follows:

	Extended Health	Vision Care	Hearing Care	Critical Illness/ Catastrophic Event
Participation	Required with opt out option	Voluntary if Extended Health elected	Voluntary if Extended Health elected	Voluntary
Eligibility	All partial-load employees under contract	All partial-load employees under contract	All partial-load employees under contract	As per full-time employees
Waiting Period	First of month following the completion of one calendar month	First of month following the completion of one calendar month	First of month following the completion of one calendar month	As per full-time employees
Benefit Level	As per full-time employees	As per full-time employees	As per full-time employees	As per full-time employees
Premium Sharing	100% employer paid	100% 50% employee paid, 50% College paid	100% 50% employee paid, 50% College paid	100% 50% employee paid, 50% College paid

26.06 B Dental Care

	Dental Plan
Participation	Voluntary
Eligibility	All partial-load employees under contract
Waiting Period	First of month following the completion of six calendar months
Benefit Level	As per full-time employees
Premium Sharing	100% 50% Employee paid, 50% College paid

26.06 C Life Insurance Plans

	Basic and AD & D	Supplementary Employee and Dependent	Optional
Participation	Voluntary	Voluntary	Voluntary
Eligibility	All partial-load employees under contract	All partial-load employees under contract up to age 65	All partial-load employees under contract up to age 65
Waiting Period	First of month following the completion of one calendar month	First of month following the completion of one calendar month	First of month following the completion of one calendar month
Benefit Level	As per full-time employees	As per full-time employees	As per full-time employees
Premium Sharing	100% Employee paid	100% Employee paid	100% Employee paid

26.06 D Bridging Benefits

If upon termination of a contract there is:

- 1) a written contract for future partial-load employment; or
- 2) a commitment in writing by the College and the partial-load employee to future partial-load employment, not more than 5 months after the termination of the contract, which will be confirmed in a future contract,

the employee, by paying ~~100%~~ **50%** of the premiums for the benefits, may continue participation throughout the period between contracts in any group insurance plan in which that employee was participating. **The remaining 50% of the premiums shall be paid by the College.**

Where the College is anticipating re-employment of a partial-load employee within 5 months, the College shall provide a written contract or written offer of future employment upon termination.

Any written contract or written offer from the College of future partial-load employment is conditional on the College subsequently determining there is sufficient enrolment to warrant the assignment being offered. **If after the start of the bridging of benefits the College deems that there is not sufficient enrolment to warrant the assignment being offered, the partial-load employee shall still be entitled to the 5 months of benefits with the premium costs being paid as described above.**

If an employee is re-employed within 6 months of the end of any contract, waiting periods for group insurance plans will be waived.