



Academic Bargaining 2024

Union responses to

Management Proposals on

LOU- College Bargaining

Information Subcommittee

(M5)

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

Delete: Collective Bargaining Information Services - Advisory Committee (CBIS)

~~Re: Collective Bargaining Information Services – Advisory Committee (CBIS)~~

~~This will serve to confirm the parties, through the Report of the Wages & Benefits Task Force (July 1991), have established an advisory committee to assist the Ministry of Labour Collective Bargaining Information Services (CBIS) in gathering and analyzing data for collective bargaining purposes. The CBIS Advisory Committee will identify the information to be collected, develop formats for coding the information received, recommend the types of analysis to be performed on the data, and its dissemination. The membership of the CBIS Advisory Committee will be composed of an independent member to be chosen by the CBIS and two nominees appointed by each party. The parties agree to cooperate with the CBIS in the development and collection of data and data systems and will make best efforts to ensure that the individual Colleges and Union Locals will perform their respective functions. Each College and Union Local will appoint one member of the local college administration and one member of the Union Local who are to be responsible for ensuring that the collections and transmittal of college level data to the CBIS is carried out in a consistent and regular basis.~~

Add New: College Bargaining Information Subcommittee (CBIS)

Re: College Bargaining Information Subcommittee (CBIS)

The parties have established a subcommittee of EERC to gather and analyze on an annual basis workload related data for collective bargaining purposes. The College Bargaining Information Subcommittee (CBIS) will identify the information to be collected, develop formats for coding the information received, recommend the types of analysis to be performed on the data, and its dissemination, informed by the process first established by the Collective Bargaining Information Services – Advisory Committee. CBIS will be composed of two nominees appointed by CEC and two nominees appointed by OPSEU. The parties agree to make best efforts to ensure that the individual Colleges and Union Locals submit and sign-off on the workload data requested. Each College and Union Local will appoint one member of the local College administration and one member of the Union Local who are to be responsible for

There is a joint understanding that CBIS data is invaluable to both sides.

The proposed language has several potential issues: There is no mandated date for the work to be completed, there is no mandated requirement for the data to be shared with Union Locals, and there is no mechanism for dispute resolution.

Lastly, per the recommendations of the Workload Taskforce, there is a need for partial-load data to be captured

ensuring that the collection and transmittal of College level data to the Subcommittee is carried out in a consistent and regular basis.

in a centralized process and complementary functions to be tracked and analyzed.

Union Counterproposal

Add New: College Bargaining Information Subcommittee (CBIS)

Re: College Bargaining Information Subcommittee (CBIS)

The parties have established a subcommittee of EERC to gather and analyze on an annual basis workload related data on all faculty for collective bargaining purposes. The College Bargaining Information Subcommittee (CBIS) will identify the information to be collected, develop formats for coding the information received, recommend the types of analysis to be performed on the data, and its dissemination, informed by the process first established by the Collective Bargaining Information Services – Advisory Committee. Furthermore, the data will follow the recommendations of the 2024 Workload Taskforce, and include records of partial-load workload and complementary functions. CBIS will be composed of two nominees appointed by CEC and two nominees appointed by OPSEU.

This counterproposal includes important areas for data collection as identified by the Workload Taskforce Report and provides a dispute resolution mechanism.

The parties agree to make best efforts to ensure that the individual Colleges will submit the data to and Union Locals submit and who will sign off on the workload data as requested Presidents. Each College and Union Local will appoint one member of the local College administration and one member of the Union Local who are to be responsible for ensuring that the collection and transmittal of College level data to the CBIS Subcommittee is carried out in a consistent and regular basis by March 31st each year.

The CBIS subcommittee shall meet once a year in May to discuss the data collected and prepare a joint report of the data by June 30th. The report will follow the existing template first established

by the Collective Bargaining Information Services – Advisory Committee, modified to include the new requirements.

In the event of a disagreement between the CBIS subcommittee members regarding any matter for CBIS subcommittee, including data collection, data inclusion, dissemination, interpretive notes or any other technical issue, the matter will be brought forward to one of the arbitrators listed below within six months to assist the CBIS subcommittee members to come to an agreement. The Arbitrator will have the authority to implement any expedited process to encourage the parties to agree, and, where the parties cannot, to implement any fair and reasonable.

A list of arbitrators to be discussed later.