

Collective Agreement Amendments

Partial-Load Teachers:

Article 26.10 D (new)

Subject to the application of Articles 2.02 and 27.06 A, where the college determines that there is a need to hire a partial-load employee, it will give priority in hiring to current partial-load employees whose contracts will expire prior to the start of the assignment and partial-load employees whose contracts have ended within six months of the start of the assignment if the following conditions are met:

- (i.) The partial-load employee must have previously been employed as a partial-load employee for at least 10 months of service as defined in 26.10 C within the last 4 academic years.
- (ii.) The partial-load employee previously taught the courses that form the new partial-load assignment.

The offer of partial-load employment is conditional on the college subsequently determining there is sufficient enrolment to warrant the assignment being offered.

This will mean that partial-load teachers will have to watch for when the college re-offers courses they have taught in the past 6 months. Very few partial-load positions are posted and often there is a short lead time before a partial-load assignment begins. Accordingly, partial-load faculty need to monitor the programs and courses closely at the start of the term to determine if there is an assignment they are entitled to be given priority for in hiring.

Coordinators

Article 14.03 A (Amendments in bold)

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 assigned their specific duties, **which shall be determined 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 or** for the disciplining of teachers in the bargaining unit. It is not the intention of the Colleges to require employees to accept the designation of coordinator against their wishes.

This requires the manager to specify the tasks assigned to the coordinator prior to the assignment.

This also clarifies that coordinators do not carry out any managerial or supervisory functions.

Housekeeping Amendments

1. Article 4 No Discrimination Bullying Psychological Harassment

Article 4.01 A amended “**handicap**” to “**disability**” and to include in the prohibited grounds: “**gender identity**” and “**gender expression**”

2. Article 14 Salaries

The salary grid and related sections in Articles 14 (full-time) and 26 (partial-load) will be re-dated with no change to the salary figures.

3. Article 26 Partial-Load

Article 26.08 C Sick Leave Plan – Bridging Benefit (re-worded)

Partial-load employees hired up to and including March 31, 1991, who were re-hired within 6 months of the end of any contract, or who were re-hired within 6 months of any approved leave of absence or where upon termination there was a written contract for future employment as a partial-load employee shall be covered by the cumulative sick leave plan which was in place for the full-time academic employees hired up to and including March 31, 1991.

Partial-load employees hired on or after April 1, 1991 are covered by the short-term disability plan described in Article 17 as modified by articles 26.08 A and 26.08 B but will also enjoy the bridging provisions as set out above.

4. Article 36 Duration

Article 36.01 amended to reflect Collective Agreement from **September 1, 2012, to August 31, 2014.**

5. Appendix IV Joint Insurance Committee

Specifications for Public Tender

4 B The specifications for tender will describe the benefits to be provided, the cost sharing arrangements, the past financial and experience history, the appropriate employee data, the format for the retention, illustrations for each coverage, the financial reporting requirements, and other parameters as appropriate. The tendering process will be conducted in accordance with the Council’s Procurement Policy. Tenders shall be entertained from any insurance carrier and such carrier may act solely on its own behalf of may arrange reinsurance as may be necessary.

Each of these amendments to the Collective Agreement updates the language either to reflect a change in legislation or current rights and practices.