

## Comparison of CAAT-A/Faculty Bargaining Team Proposals August to October

Original Proposals U1 – U10 August 3, 4, 5	U12 Proposal October 4, 2021	U13 Proposal October 12, 2021	Offer to Settle October 19, 2021
<u>Article 2 Staffing</u> 2.01 A (i - ii) - New 2.01 B - New 2.01 C 1 - New 2.01 C 2 -New 2.01 D - New 2.01 E - New 2.02 A - New 2.02 B - New 2.02 C - New 2.02 D - New 2.03 A - New 2.03 B - New 2.03 D - Removed 2.04 - Amended 2.05 A - Amended 2.05 B - Amended 2.05 C - Amended 2.05 D - New 2.05 F - New 2.06 - New	<u>Article 2 Staffing</u> 2.01 A 2.01 B 2.01 C 2.03 B 2.03 C 2.03 D 2.03 E 2.03 F 2.04 Current Article 2.01 will become 2.05	<u>Article 2 Staffing</u> 2.04	<u>Article 2 Staffing</u> 2.04 with clarifying language to address concerns raised by the CEC team
<u>Article 3 – Relationship</u> 3.01 - New	<u>Article 3 – Relationship</u> Proposed language removed	<u>Article 3 – Relationship</u> Proposed language removed	<u>Article 3 – Relationship</u> Proposed language removed
<u>Article 4</u> <u>Discrimination/Harassment</u> 4.01 A - Amended 4.02 A 1 - Amended 4.02 A 3 - Amended 4.02 A 10 - Amended 4.03 (i – vii) - New 4.04 A (i - xiii) - New New Letter of Understanding Equitable Compensation Committee (This replaces the Letter of Understanding on Employment Equity)	<u>Article 4</u> <u>Discrimination/Harassment</u> 4.01 A 4.02 A 10  All other proposed language removed	<u>Article 4</u> <u>Discrimination/Harassment</u> All proposed language removed	<u>Article 4</u> <u>Discrimination/Harassment</u> All proposed language removed
<u>Article 8 Union Business</u> 8.02 B – New	<u>Article 8 Union Business</u> 8.04 B - Amended	<u>Article 8 Union Business</u> Proposed language removed	<u>Article 8 Union Business</u> Proposed language removed
<u>Article 11 Workload</u> 11.01 A - Amended 11.01 B 1 - Amended 11.01 B 2 - Amended 11.01 B3 - New 11.01 C 1 - Amended 11.01 C 2 - New 11.01 D 1 - Amended 11.01 D 2 - Amended 11.01 D 3 - Amended 11.01 E 1 - Amended 11.01 E 2 - Amended 11.01 E 3 - Amended 11.01 E 4 - Amended	<u>Article 11 Workload</u> 11.01 A 11.01 B 1 11.01 B 2 11.01 B 3 11.01 D 1 11.01 D 3 11.01 B 2 11.01 E 1 11.01 E 2 11.01 E 3 11.01 F 1 11.01 G 1 11.01 G 3	<u>Article 11 Workload</u> 11.01 D 1 11.01 D 3 11.01 E 1 11.02 B 2  Removed all other language except for request regarding housekeeping changes  Appendix I SWF will need to be updated to reflect changes to Article 11	<u>Article 11 Workload</u> 11.01 D 1 modified 11.01 D 3 modified 11.01 E 1 11.02 B 2 modified  Removed all other language  Appendix I SWF will need to be updated to reflect changes to Article 11

11.01 F 1 - Amended 11.01 F 2 - Amended 11.01 G 1 - Amended 11.01 G 2 - Amended 11.01 G 3 - New 11.01 H 3 - Amended 11.01 H 4 - Amended 11.01 I - Amended 11.01 J 1 - Amended 11.01 J 2 - Amended 11.01 J 3 - Amended 11.01 J 4 - Amended 11.01 K 1 - Amended 11.01 K 2 - Amended 11.01 K 3 - Amended 11.01 K 4 - Amended 11.01 L 1 - Amended 11.01 L 2 - Amended 11.01 L 3 - Amended 11.01 L 4 - Amended 11.01 M - Amended 11.02 A 1 - Amended 11.02 A 2 - Amended 11.02 A 3 - Amended 11.02 A 4 - Amended 11.02 A 5 - Amended 11.02 A 6 - Amended 11.02 B 1 - Amended 11.02 B 2 - Amended 11.02 C 1 - Amended 11.02 C 2 - Amended 11.02 D 1 - Amended 11.02 D 2 - Amended 11.02 D 3 - Amended 11.02 D 4 - Amended 11.02 D 5 - Amended 11.02 F 1 - Amended 11.02 F 2 - Amended 11.02 F 3 - Amended 11.02 F 4 - Amended 11.02 F 5 - Amended 11.02 F 6 - Amended 11.02 F 7 - Amended 11.02 F 8 - Amended 11.02 F 9 - Amended 11.02 F 10 - Amended 11.02 F 11 - Amended 11.02 F 12 - Amended 11.02 G - Amended 11.03 - Amended 11.04 A 1 - Amended 11.04 A 2 - Amended 11.04 A 3 - Amended 11.04 B 1 - Amended 11.04 B 2 - Amended 11.04 B 3 - Amended 11.04 B 4 - Amended 11.04 C - Amended	11.01 L 2 11.02 A 1 and (ii) 11.02 A 4 11.02 A 5 11.02 A 6 11.02 B 2 11.02 C 1 11.02 C 2 11.02 F 5 11.02 F 12 11.03 11.04 A 1 11.04 A 2 11.04 A 3 11.06 11.08  Appendix I SWF will need to be updated to reflect changes to Article 11		
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<p>11.05 - Amended  11.06 A 1- New  11.06 A 2 - New  11.06 B - New  11.07 - Amended  11.08 - Amended  11.09 A 1 - Amended  11.09 A 2 - Amended  11.09 A 3 - Amended  11.09 A 6 - Amended  11.09 B 3 - Amended</p> <p>** Several of the above noted amendments are simply changing the reference from teacher to faculty member or professor/instructor or counsellor/librarian</p> <p>APPENDIX I  Standard Workload Form  *This model form will need to be updated to reflect changes to Article 11.</p>			
<p><u>Article 13 Copyright and Academic Freedom</u></p> <p>13.01 Amended</p> <p><u>Intellectual Property</u>  13.06 A - New  13.06 B - New  13.06 C - New  13.06 D - New  13.06 E - New  13.06 F - New  13.06 G - New  13.06 H - New  13.06 I - New  13.06 J - New  13.06 K - New  13.06 L - New  13.06 M- New  The above language would see that the Letter of Understanding on Intellectual Property would be removed  <u>Copyright</u>  13.07 A - New  13.07 B - New  13.07 C - new  <u>Academic Councils</u>  13.08 A -New  13.08 B - New  13.08 C - New  13.08 D - New</p>	<p><u>Article 13 Intellectual Property, Copyright, Academic Freedom, and Academic Councils</u></p> <p><u>Intellectual Property</u>  13.01 A  13.01 B  13.01 C  13.01 D  13.01 E  13.02 A  13.02 B  <u>Academic Freedom</u>  13.07  <u>Academic Councils</u>  13.08 A  13.08 B  13.08 C  13.08 D  13.08 E  13.09 A  13.09 B</p>	<p><u>Article 13 Copyright and Academic Freedom</u></p> <p>13.01 New Language</p> <p>Removed the rest of the previously proposed language</p>	<p><u>Article 13 Copyright and Academic Freedom</u></p> <p>13.01 New Language with additional clarification regarding research and corporate partners to address clarification raised by CEC team</p> <p>Removed the rest of the previously proposed language</p>

<p>13.08 E - New  <u>Faculty Academic Council Responsibilities</u>  13.09 A (i -ix) - New  13.09 B (i - iv) - New  <u>Faculty Academic Council Membership</u>  13.10 A (i - iv) - New  13.10 B (i - iii) - New  13.10 C (i -iii) - New  13.10 D - New  13.10 E - New  13.10 F (i - vi) - New  13.11 (i - ii) - New  13.12 (I - viii) - New  13.13 (i - v) - New  13.14 A (i - vii) - New  13.14 B - New  13.14 C (i -vii) - New  13.15 - New  <u>Local Academic Councils</u>  13.16 (i - vii) - New  13.17 (i - ii) - New  13.18 A (i - xix) - New  13.18 B (i - iv) - New  13.18 C - New  13.19 A - New  13.19 B - New</p>			
<p><u>Article 14 Salaries</u>  14.03 A 3 Amended  14.03 A 7 New</p>	<p><u>Article 14 Salaries</u>  14.03 A 3  14.03 A 7</p>	<p><u>Article 14 Salaries</u>  All proposed language removed</p>	<p><u>Article 14 Salaries</u>  All proposed language removed</p>
<p><u>Article 15 Vacation</u>  15.01 B</p>	<p><u>Article 15 Vacation</u>  Proposed language removed</p>	<p><u>Article 15 Vacation</u>  Proposed language removed</p>	<p><u>Article 15 Vacation</u>  Proposed language removed</p>
<p><u>Article 17 Short-Term Disability Plan</u>  17.03 A - New  17.03 B - New  17.03 C - New  17.04 A - New  17.04 B - New  17.05 A - New  17.05 B - New  17.05 C - New  17.06 - New  17.07 New - Amends current Letter of Understanding on Return to Work</p>	<p><u>Article 17 Short-Term Disability Plan</u>  All proposed language removed</p>	<p><u>Article 17 Short-Term Disability Plan</u>  All proposed language removed</p>	<p><u>Article 17 Short-Term Disability Plan</u>  All proposed language removed</p>
<p><u>Article 20 Professional Development Leave</u>  20.02 (iv) - Amended</p>	<p><u>Article 20 Professional Development Leave</u>  Removed proposed language</p>	<p><u>Article 20 Professional Development Leave</u>  Removed proposed language</p>	<p><u>Article 20 Professional Development Leave</u>  Removed proposed language</p>

<u>Article 21 Leaves of Absence</u> 21.03 Amended 21.04 Amended	<u>Article 21 Leaves of Absence</u> 21.03 21.04	<u>Article 21 Leaves of Absence</u> Removed previously proposed language	<u>Article 21 Leaves of Absence</u> Removed previously proposed language
<u>Article 24 Health and Safety</u> 24.02 A Amended 24.02 B Amended	<u>Article 24 Health and Safety</u> Removed proposed language	<u>Article 24 Health and Safety</u> Removed proposed language	<u>Article 24 Health and Safety</u> Removed proposed language
<u>Article 26 Partial Load Employees Professors and Instructors</u> 26.01 A - Amended 26.01 B - Amended 26.01 C - New 26.01 D - New 26.02 A - Amended 26.02 B - Amended 26.03 A - Amended 26.03 B - Amended 26.03 C - Amended 26.04 - Amended 26.05 - Amended 26.06 D - Amended 26.08 - Amended 26.08 A - Amended 26.08 B - Amended 26.07 - Amended 26.08 A - Amended 26.08 C - Amended 26.09 - Amended 26.10 A - Amended 26.10 B - Amended 26.10 C - Amended 26.10 D - Amended 26.10 E - Amended 26.10 F - New  ** Several of the above noted amendments are simply changing the reference to employee to professor/instructor and also reference to teacher to faculty member or professor/instructor	<u>Article 26 Partial Load</u> 26.01 B 26.01 C 26.01 D 26.02 A 26.02 C 26.02 D 26.02 B 26.06 D 26.09 26.10 C 26.10 D 26.10 E 26.10 F  Removed all other proposed language	<u>Article 26 Partial Load</u> 26.01 C  Removed all other proposed language	<u>Article 26 Partial Load</u> 26.01 C  Removed all other proposed language
<u>Article 27 – Job Security</u> 27.11 B Amended	<u>Article 27 – Job Security</u> Removed proposed language	<u>Article 27 – Job Security</u> Removed proposed language	<u>Article 27 – Job Security</u> Removed proposed language
<u>Article 32 Grievance and Arbitration Procedure</u> 32.02 (i) Amended 32.02 (ii) New	<u>Article 32 Grievance and Arbitration Procedure</u> 32.03 (i) 32.03 (ii)	<u>Article 32 Grievance and Arbitration Procedure</u> 32.03 (i) 32.03 (ii)	<u>Article 32 Grievance and Arbitration Procedure</u> 32.02 Language added as follows: A faculty member who identifies as Indigenous shall be able to have an Indigenous Elder/Traditional Knowledge Keeper attend

			<p>the grievance meeting as an advisor and/or support person</p> <p>ADR proposal removed</p> <p>32.03 B – New Add names of Indigenous Arbitrators</p>
<p><u>Article 35 Definitions</u> 35.02 New</p>	<p><u>Article 35 Definitions</u> 35.02</p>	<p><u>Article 35 Definitions</u> Faculty definition removed</p>	<p><u>Article 35 Definitions</u> Faculty definition removed</p>
<p><u>Classification Plans (Salary Calculation for Professors, Counsellors, Librarians, and Instructors)</u> 1 A (i) Amended New 1 A (ii) – New</p> <p>Amended Classification Plans – Removed double counting and maximums and added Indigenous Knowledge Qualifications</p>	<p><u>Classification Plans (Salary Calculation for Professors, Counsellors, Librarians, and Instructors)</u></p> <p>Removed proposed language</p>	<p><u>Classification Plans (Salary Calculation for Professors, Counsellors, Librarians, and Instructors)</u></p> <p>Removed proposed language</p>	<p><u>Classification Plans (Salary Calculation for Professors, Counsellors, Librarians, and Instructors)</u></p> <p>1 A (ii) added back</p> <p>Amended Classification Plans – Removed double counting and maximums and added Indigenous Knowledge Qualifications</p>
<p><u>Letters of Understanding</u> Renew all Letters of Understanding except the following: - Employment Equity - Return-to-Work - Intellectual Property - Counsellor Class Definition - Short-term Disability Plan (Joint Task Force) See alternative proposals</p>	<p><u>Letters of Understanding/Appendices</u></p> <p>New Appendix for Academic Councils</p> <p>Amend Letter of Understanding regarding Employment Equity to Equity, Diversity, and Inclusion</p>	<p><u>Letters of Understanding/Appendices</u></p> <p>Amend Letter of Understanding regarding Employment Equity to Equity, Diversity, and Inclusion</p>	<p><u>Letters of Understanding/Appendices</u></p> <p>Amend Letter of Understanding regarding Employment Equity to Equity, Diversity, and Inclusion with amendments based upon concerns raised by the CEC team</p> <p><u>New</u> Letter of Understanding regarding Indigenization, Decolonization and Truth and Reconciliation</p> <p>3-year term (Amend Article 36.01 accordingly)</p> <p><u>Compensation</u> 1% increase for 3 years with new Letter of Understanding regarding Bill 124</p> <p><u>Benefits</u> Add new Article 19.01 C regarding medical cannabis as set out in the CEC proposal</p>

			Add dental implants – still awaiting financial disclosure
<u>Counsellor Class Definition</u> Amended	<u>Counsellor Class Definition</u> Amended U11 Revised original proposal provided with language incorporated from CEC team and based upon feedback received from Counsellors	<u>Counsellor Class Definition</u> U11 Proposal	<u>Counsellor Class Definition</u> U11 Proposal