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TRAINING ONTARIO'S FUTURE - ÉDUQUER L'AVENIR DE L'ONTARIO

CONCESSIONS: TRADES/ACADEMIC UPGRADING TWO TIERING

**Note: All proposals can be found here - [Bargaining 2024 proposals](#)*

- **Issue:** The CEC have tabled some very specific concessions which create a two-tiered system, placing trades/apprenticeship, academic upgrading and others all under the guise of 'flexibility' with the goal to 'modernize'. Two tiering of workload protections aims to further marginalize the faculty who are already facing inequitable workload pressures by increasing even more work assigned to them.

M2, M12	College Proposed Concession	Impact on Faculty
College Concessions	<ul style="list-style-type: none">• Extends max teaching contact hours/week from 20 to 22 for non-postsecondary• Extends max teaching contact hours week/year from 38 to 40 for non-postsecondary• Extends max teaching contact days/year from 190 to 200 in non-post-secondary	<ul style="list-style-type: none">• Faculty would be assigned more Teaching Contact Hours per week and per year, over twelve months, not ten. This proposal places the following at risk:<ul style="list-style-type: none">○ 43-day block vacation at preferred times○ 11.08 non-teaching period disappearing○ Access to 11th month OT provisions



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	<ul style="list-style-type: none">• Extends max contact hours/year from 760 to 880 in non-post-secondary• Extending academic year from 10 months to 12	<ul style="list-style-type: none">• Above bullet points apply
	<ul style="list-style-type: none">• New hires can be scheduled for more than 8 hours of work in a single day.	<ul style="list-style-type: none">• Faculty who are newly hired will potentially face a teaching contact workday longer than 8 hours. This is inequitable

