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# COLLEGE FACULTY

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

## CONCESSIONS: VACATIONS AND NON-TEACHING PERIODS

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

- **Issue:** There are several serious concession proposals which place vacation blocks and preferred times of vacation, non-teaching periods and access to overtime at significant risk. The proposals have been tabled under the guise of 'flexibility' with the goal to 'modernize' the collective agreement.

M2, M12,	College Proposed Concessions	Impact on Members
<a href="#">College Concessions</a>	<ul style="list-style-type: none"><li>• Eliminates 5 consecutive PD days</li><li>• Permits college management to exercise more control over our PD and undermines academic freedom</li></ul>	<ul style="list-style-type: none"><li>• Faculty are already struggling to have PD requests approved by the Colleges. This proposal creates even more barriers to faculty accessing PD:<ul style="list-style-type: none"><li>○ Any PD requests now must be approved – 10 days are no longer guaranteed</li><li>○ 5 consecutive days are no longer guaranteed and 30 days' notice of the "request" for any consecutive days must be provided</li></ul></li></ul>



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- Extends length of academic year, from ten to twelve months, when the Colleges are already operating year-round

- Managers now get to decide what PD is appropriate for faculty
- Extending the academic year will restrict our access to the 43-day block vacation time including our preferred time of year
- Extending the academic year will eliminate 11th month OT provisions in continuous intake programs and in those programs where these provisions were extended given their unique circumstances (e.g. aviation)
- Extending the academic year will erode further the 11.08 non-teaching period
- Extending the academic year also places our 10 days of PD at risk in another way if they are now assigned over 12 months, not ten

