COLLEGE EMPLOYER COUNCIL | CONSEIL DES EMPLOYEURS DES COLLÈGES

Academic Bargaining 2021

College Proposal – M08

Truth and Reconciliation

Presented by:
The College Employer Council
(on behalf of the Colleges of Applied Arts and Technology)

To:
The Ontario Public Service Employees Union
(for CAAT Academic Employees)

September 14, 2021

M08 – Truth and Reconciliation

New Letter of Understanding

Re: Truth and Reconciliation

The parties will establish, no later than March 1, 2022, a joint Round Table on Truth and Reconciliation. Each party will nominate four members – one each from each of the four regions of the Province (North – Confederation College, Sault College, Northern College, Cambrian College, Collège Boréal, Canadore College; Central - Georgian College, Seneca College, Humber College, Centennial College, George Brown College, Sheridan College, Durham College; East – Algonquin College, Collège La Cité, Loyalist College, St. Lawrence College, Fleming College; and West – Conestoga College, Lambton College, Fanshawe College, St. Clair College, Niagara College, Mohawk College) in order to ensure regional representation. If the parties are unable to agree upon a chair, William Kaplan will choose the chair in a process of final offer selection. The Round Table is to complete its work by February 1, 2023. The Round Table shall undertake the following:

- **Identify recognized appropriate Indigenous organizations to assist the parties in their review of the collective agreement through the lens of Indigeneity;**

- **Review and understand the efforts undertaken at the various Colleges with their Indigenous communities to address truth and reconciliation in the Colleges related to employment within the bargaining unit;**

- **Provide recommendations to the parties on centrally appropriate changes to the collective agreement;**

- **Provide recommendations individually to colleges on locally appropriate actions to address the unique needs of Indigenous employees within the bargaining unit as a part**

Provides for a joint round table to identify Indigenous organizations to assist in the review of the Collective Agreement, the efforts of the Colleges related to truth and reconciliation, and to advise provincially and locally on additional activities.

Ensures this work engages Indigenous communities associated with the Colleges. Their input is key to determining the appropriate process which should be undertaken to consider the Collective Agreement from the perspective of Indigenous ways of Knowing, Being, and Doing (IKBD), and to recommending any proposed changes to the Collective Agreement.

of the truth and reconciliation process pursuant to Article 36.02.

The Round Table may engage, upon majority agreement, third party assistance respecting Indigenous community and stakeholder surveys and statistical analysis. The costs of the Round Table shall be paid by the CEC and OPSEU in equal shares.

The College will be reimbursed by the Union for the release time granted to the Union representative on the Round Table in accordance with Article 8.02. CEC will bear the cost of its representative.

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The CEC reserves the right to add to or to modify these proposals during the course of bargaining.