



# INTRODUCTION TO OPSEU CAAT-A

June 2021

# Who are we?



- **OPSEU: Ontario Public Services Employees Union**
  - *Bargaining agent representing over 155,000 members*
- **CAAT-A: Colleges of Applied Arts and Technology – Academic**
  - *Represents over 14,000 full-time and partial-load professors, instructors, librarians, and counsellors from across 24 Ontario colleges*

# OPSEU

## BPS

Broader Public Service

Ambulance  
Developmental Services  
Boards of Education  
Children's Aid Societies  
Community Agencies  
Corrections  
Long-Term Care  
Universities  
Hospital Professionals  
Hospital Support  
Municipalities  
Child Treatment Centres  
Municipal Property Assessment  
Community Health Care  
Mental Health  
Canadian Blood Services  
Liquor Board Employees

## CAAT

Colleges of Applied Arts and Technology

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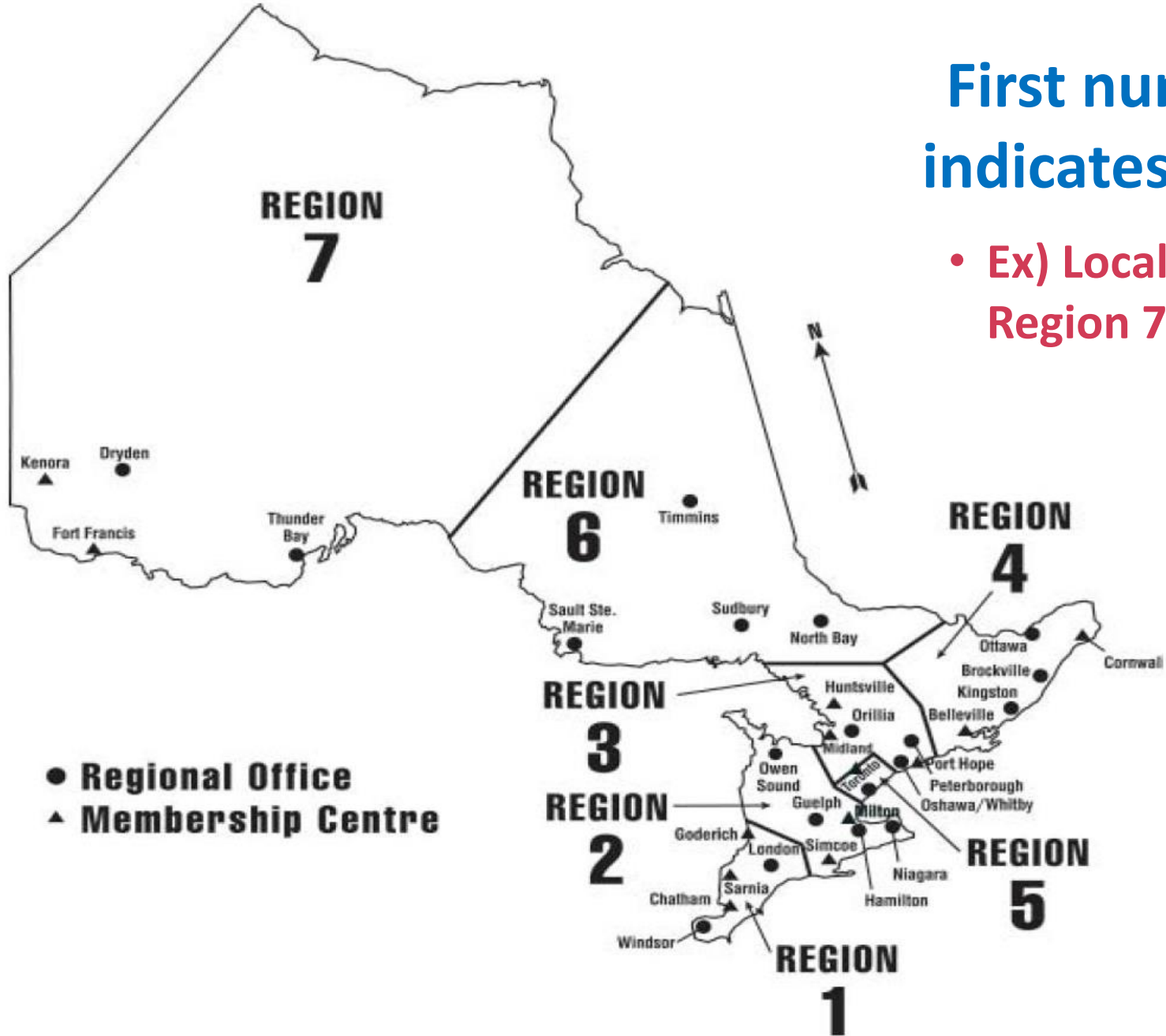
Ontario Public Service

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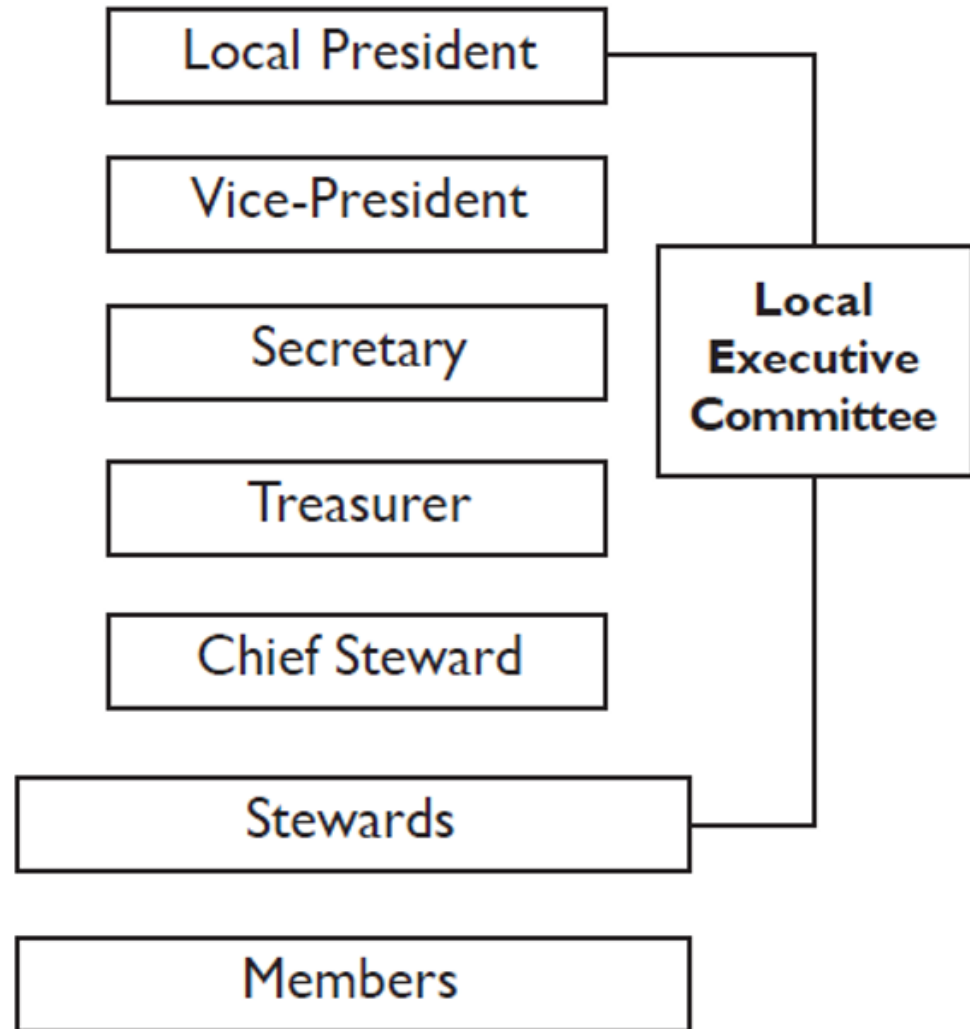
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# First number of Local # indicates region location

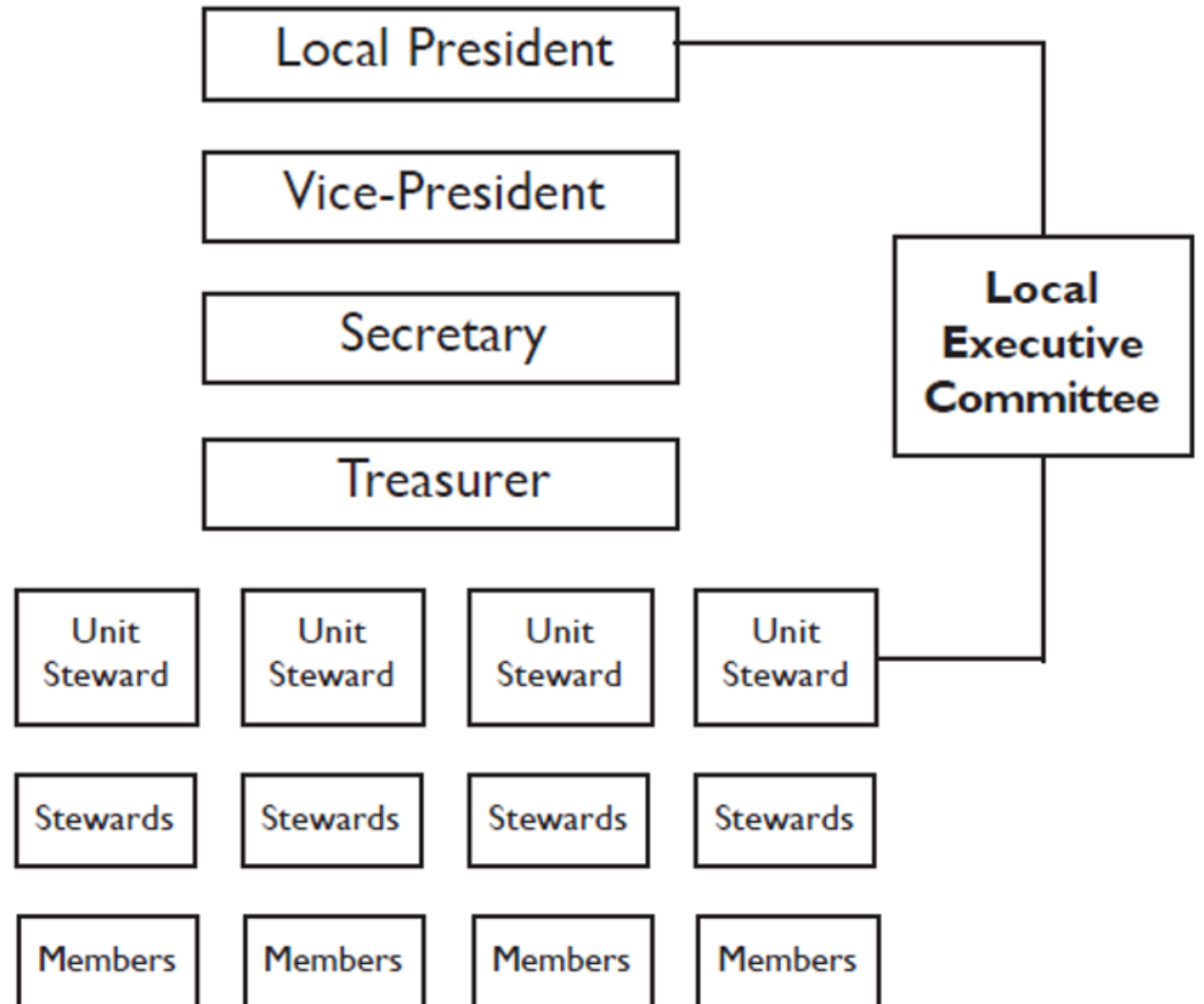
- Ex) Local 732 is located in Region 7



## Single-unit local



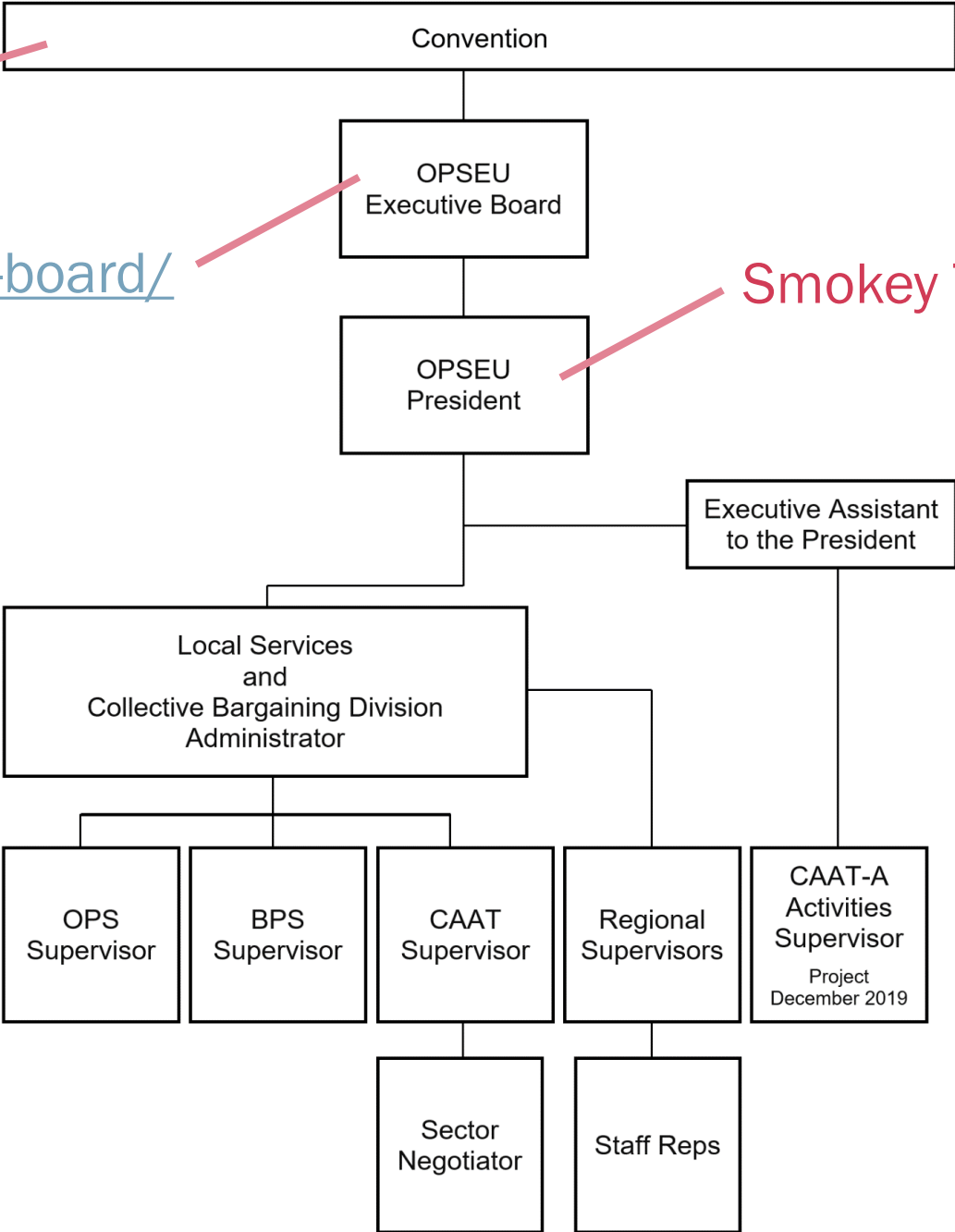
## Multi-unit or Composite local



Annual event

<https://opseu.org/opseus-executive-board/>

Smokey Thomas

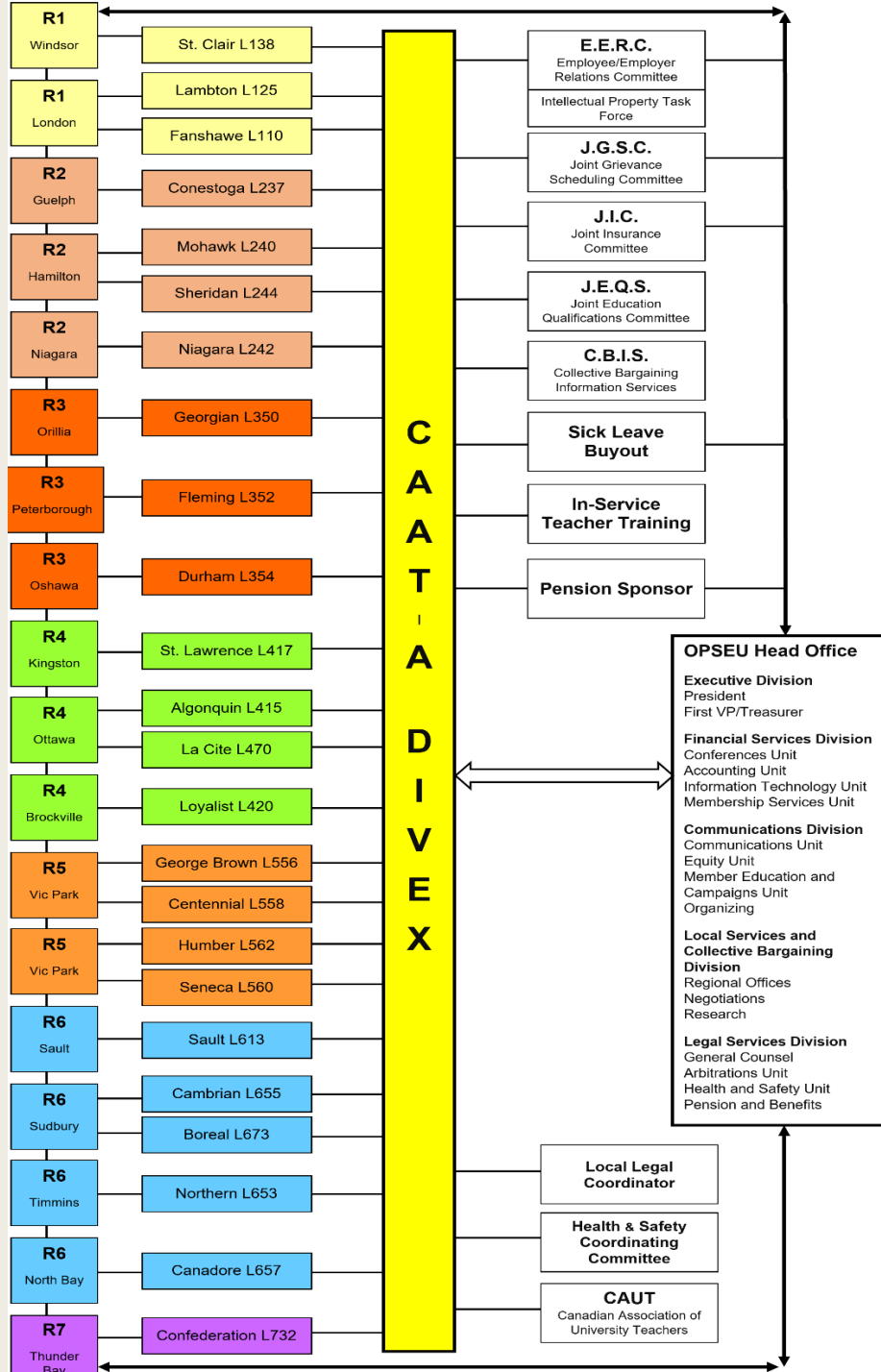


# OPSEU's Internal Reporting Structure

Local #	College	Main Campus in
110	Fanshawe	London
125	Lambton	Sarnia
138	St. Clair	Windsor
237	Conestoga	Kitchener
240	Mohawk	Hamilton
242	Niagara	St. Catharines
244	Sheridan	Oakville
350	Georgian	Barrie
352	Fleming	Peterborough
354	Durham	Oshawa
415	Algonquin	Ottawa
417	St. Lawrence	Kingston
420	Loyalist	Belleville
470	La Cité	Ottawa
556	Centennial	Toronto
558	George Brown	Toronto
560	Seneca	Toronto
562	Humber	Toronto
613	Sault	Sault Ste. Marie
653	Northern	Timmins
655	Cambrian	Sudbury
657	Canadore	North Bay
673	Boreal	Sudbury
732	Confederation	Thunder Bay

## College Locals

- 24 publicly-funded colleges and Locals across the province
- Each college has an academic (faculty) and a support staff local




# CAAT-A Divisional Executive

- RM Kennedy, L558 (chair)
- Pearline Lung, L562 (vice-chair)
- JP Hornick, L556
- Tracy Henderson, L415
- Anna Ainsworth, L560



# Our Members

- Professors (full-time, partial-load)
  - Instructors (full-time, partial-load)
  - Librarians (full-time)
  - Counsellors (full-time)
- 
- “Faculty”
- Contract Faculty:
    - *Part Time* (teaches 6 hours or less per week)
    - *Partial-Load* (teaches 7 – 12 hours per week)
    - *Sessional* (teaches 13 hours or more per week)

	Members with a signed membership card	Members without a signed membership card
Covered by the collective agreement	✓	✓
Pays union dues	✓	✓
Can file a grievance and have union representation at meetings	✓	✓
Can vote on the collective agreement	✓	✓
Can vote on local business at general membership meetings	✓	
Can put forward bargaining demands	✓	
Can serve as a steward, officer, or trustee	✓	
Eligible for strike pay	✓	
Receives medical coverage during a strike	✓	
Can participate in OPSEU events, conferences, and educationals	✓	

# OPSEU Dues and Rebates

## ■ OPSEU dues: 1.375%

- *Goes to Head Office*

## ■ Local dues: varies

- *Some locals collect no other dues*
- *Some locals collect a flat rate \$ per member*
- *Other locals collect a % per member*

## ■ Local Rebate:

- *\$31 per member for the first 50 dues-paying members*
- *\$14 per member for the remaining members*
- *Paid quarterly to Local*

Acronym		Stands for		Acronym		Stands for	
<b>AD</b>	Associate Dean. (Also “Ass Dean”). May also refer to Acting Director.	<b>EBM</b>	Executive Board Member	<b>OHRC</b>	Ontario Human Rights Code or Ontario Human Rights Commission		
<b>AF</b>	Academic Freedom (also “Ac Fr”)	<b>EERC</b>	Employee/Employer Relations Committee	<b>OLRA</b>	Ontario Labour Relations Act		
<b>AGM</b>	Annual General Meeting (synonymous to GMM)	<b>ESA</b>	Employment Standards Act	<b>OLRB</b>	Ontario Labour Relations Board		
<b>BAC</b>	Bargaining Advisory Committee	<b>FT</b>	Full Time	<b>OPSEU</b>	Ontario Public Service Employees Union		
<b>BLC</b>	Building Local Capacity	<b>GMM</b>	General Membership Meeting (synonymous to AGM)	<b>PC</b>	Program Coordinator		
<b>BOG</b>	Board of Governors	<b>HR</b>	Human Resources	<b>PD</b>	Professional Development		
<b>CA</b>	Collective Agreement	<b>IP</b>	Intellectual Property	<b>PL</b>	Partial-Load		
<b>CAAT-A/S</b>	Colleges of Applied Arts and Technology - Academic/Support	<b>IS</b>	In Solidarity	<b>PLP</b>	Prepaid Leave Plan		
<b>CAUT</b>	Canadian Association of University Teachers	<b>JEQS</b>	Joint Education Qualification Subcommittee	<b>PS</b>	Post-Secondary		
<b>CBIS</b>	Collective Bargaining Information Services	<b>JGSC</b>	Joint Grievance Scheduling Committee	<b>PT/S</b>	Part-time/Sessional		
<b>CCBA</b>	Colleges Collective Bargaining Act	<b>JIC</b>	Joint Insurance Committee	<b>SEFPO</b>	Syndicat des employés de la fonction publique de l’Ontario		
<b>CEC</b>	College Employer Council (also “The Council”)	<b>J(O)HSC</b>	Joint (Occupational) Health and Safety Committee (Also “H&S”)	<b>STD</b>	Short-Term Disability		
<b>CESC</b>	College Employment Stability Committee	<b>LEC</b>	Local Executive Committee	<b>SWF</b>	Standard Workload Form		
<b>CHR</b>	Centre for Human Rights	<b>LOA</b>	Leave of Absence	<b>TCH</b>	Teaching Contact Hour		
<b>CO</b>	Colleges Ontario	<b>LTD</b>	Long Term Disability	<b>UCC</b>	Union College Committee		
<b>DFR</b>	Duty of Fair Representation	<b>MWA</b>	Modified Workload Arrangement	<b>WMG</b>	Workload Monitoring Group		
<b>DivEx</b>	Divisional Executive	<b>NPS</b>	Non Post-Secondary	<b>WRA</b>	Workload Resolution Arbitration		