

**Treasury Board Secretariat**

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**Date:** March 15, 2022

**Memorandum to:** Graham Lloyd  
Chief Executive Officer  
College Employer Council

**Subject:** **Protecting a Sustainable Public Sector for Future Generations Act input**

**Memorandum from:** Marc Rondeau  
Associate Deputy Minister  
Centre for Public Sector Labour Relations and Compensation  
Treasury Board Secretariat

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Thank you for seeking our input with respect to compliance with the *Protecting a Sustainable Public Sector for Future Generations Act* (the Act).

Notwithstanding the fact that we recommend first and foremost that you seek your own legal advice on the interpretation of the Act as it relates to proposals raised during your current round of negotiations, we have reviewed the attached material that you shared regarding the two workload proposals:

1. An immediate 33% increase to the “evaluation factor” for Essay/Project, from 0.03 to 0.04
2. An increase for online teaching, reflected as a new provision in the collective agreement that would provide: *Where a course is assigned that includes an online teaching component, additional hours shall be attributed following discussion between the teacher and their supervisor, on an hour for hour basis.*

Based on the information provided, our interpretation is that both workload proposals could constitute increases in compensation entitlements and the cost of implementing the demands, should the parties wish to do so, would need to be accommodated within the maximum increases in compensation under s.11 of the Act.

Thank you,

*Original signed by*

Marc Rondeau  
Associate Deputy Minister  
Centre for Public Sector Labour Relations and Compensation  
Treasury Board Secretariat