

College Employer

Council / **Conseil**
des employeurs des collèges

Mandate
&
Governance Structure

November 2010

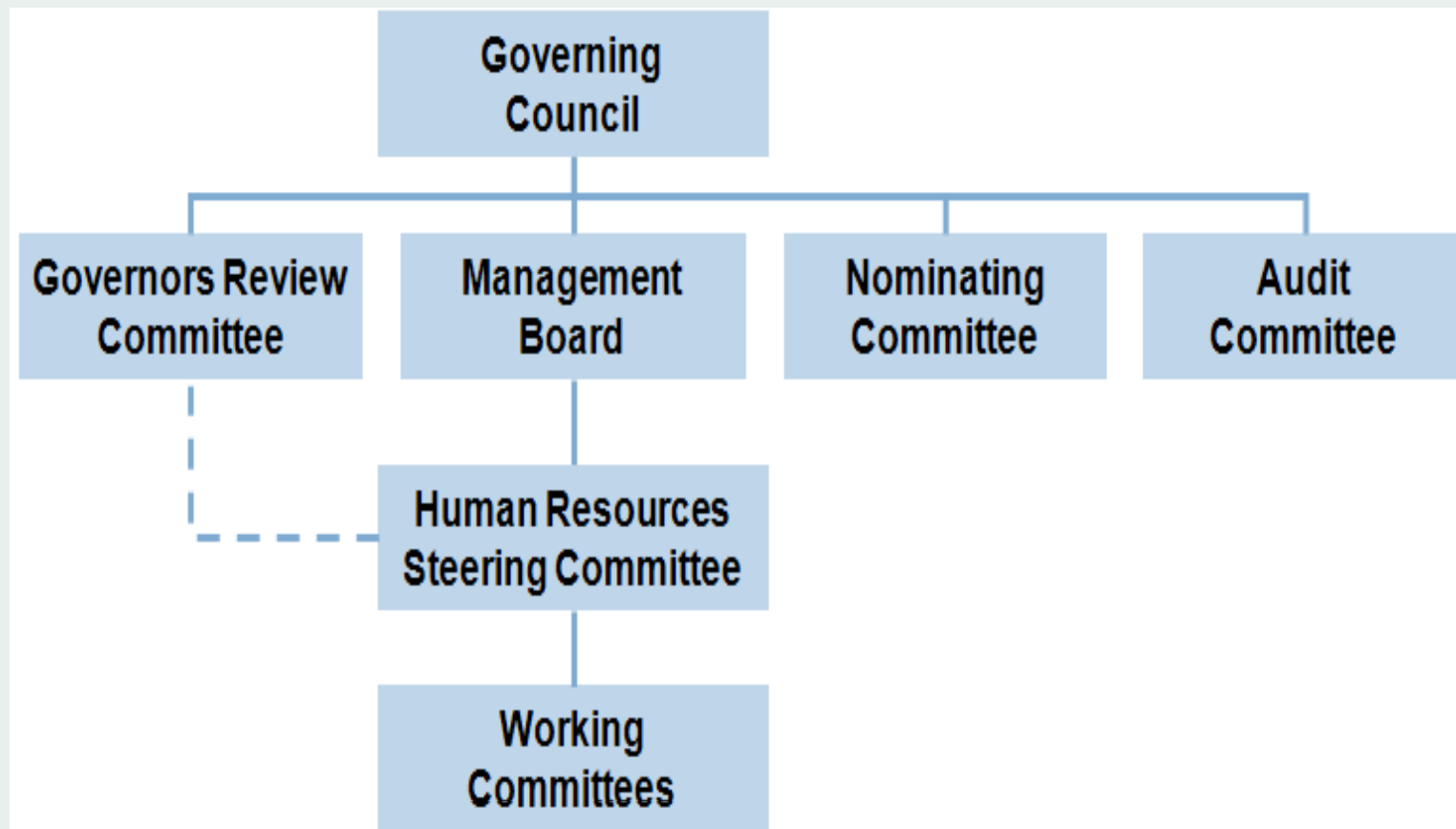
College Employer Council

- Enacted through legislation – Colleges Collective Bargaining Act, 2008
- Commenced operations – April 1, 2010
- Not for profit statutory corporation
- Owned by the 24 Ontario Colleges

Council's Mandate

- Acts as the employer collective bargaining agent on behalf of the 24 colleges with academic and support staff
- Acts as the policy holder for all employee benefits on behalf of the colleges
- Provides guidelines within committee structures on administrative staff and presidential compensation and terms and conditions of employment
- Provides a broad range of services to colleges on human resource management issues

Governance



Governing Council (GC)

- Prescribed by legislation – 48 person board comprised of 24 Board Chairs or Vice Chairs & 24 Presidents
- Meets at least 2x per year
- Sets and approves strategic direction
- In collaboration with Committee of Presidents, approves annual business plan, budget and performance targets
- Approves committee members for Management Board, Audit Committee, Governors Review Committee and Nominating Committee
- Approves auditor of corporation
- Employs Executive Director
- Monitors and evaluates performance of the Corporation

Management Board

- Comprised of 6 Presidents
- Acts of behalf of the Governing Council (GC)
- Selects, evaluates Executive Director and submits results to GC for review and approval
- Ensures regular reports are provided to the Board on on-going operations of Corporation
- Approves membership of working committees
- Reviews audited financial statements and submits to GC
- Responds to requests from the GC

Governors Review Committee

- 6 external College Governors
- Makes recommendations to college boards on compensation levels, terms and conditions of employment for College Presidents
- Provides oversight to Human Resource Steering Committee on proposed changes to insured benefits in relation to Presidents
- Advises and recommends to the GC and to Colleges Ontario governor/director training and development requirements

Human Resource Steering Committee

- Establishes management proposals and mandate for bargaining
- Acts as steering committee once negotiations have commenced
- Provides direction on matters of a provincial nature that emanate from negotiated agreements
- On human resource related matters, provides direction, advice and recommendations such as terms and conditions of employment for administrative staff, group insurance plans, impact of new legislation or legislative changes, etc.
- In light of recommendations made by working committees, explores and undertakes strategic planning and related initiatives