



COLLEGE  
**EMPLOYER**  
COUNCIL

CONSEIL DES  
**EMPLOYEURS**  
DES COLLÈGES

# Full-Time Support Staff Bargaining 2022

## College Non-Monetary Proposals



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 Full-time Support Staff Employees)

June 15, 2022

# **FULL-TIME SUPPORT STAFF BARGAINING 2022**

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## **COLLEGE NON-MONETARY PROPOSALS**

### **COLLEGES' PRINCIPLES**

**The Colleges' Bargaining Team, in conducting negotiations, will support and endorse the following principles:**

- **Acknowledging that Colleges are public institutions, maintaining management, union and support staff accountability and responsibility**
- **Improving operational flexibility in support of academic delivery and student success**
- **Fostering a respectful environment that enables employees to continue to thrive and develop**
- **Supporting innovation and creativity**
- **Maintaining the highest degree of integrity**
- **Maintaining a sustainable positive relationship with the Union and our employees**
- **Ensuring that Colleges continue to respond effectively to the changing needs of Ontario's economy**
- **Embracing the values of equity, diversity and inclusion (EDI) in the collective agreement.**
- **Embracing the ongoing process of reconciliation with Indigenous Peoples in addressing related language within the Collective Agreement.**
- **Making all reasonable efforts to conclude a negotiated collective agreement in a timely manner.**

**COLLEGES' TOPICS FOR DISCUSSION INCLUDE:**

- Gender neutral language in the collective agreement
- Transition to electronic version of the Collective Agreement
- Accessibility of the collective agreement
- Streamline the job posting process
- Clarify layoff language
- Clarify the classification arbitration process
- Vacation carry-over
- Move Initiatives/Opportunities (I/O) language into the Collective Agreement
- Pregnancy/parental leave
- Removing obsolete language
- Review and Update the Letters of Understanding

**The Colleges reserve the right to add to, amend, modify, or remove topics for discussion. More formal proposals to follow.**