

FULL-TIME SUPPORT STAFF BARGAINING 2025

**PROPOSALS PRESENTED BY:
OPSEU/SEFPO
ON BEHALF OF THE
FULL-TIME SUPPORT STAFF IN THE COLLEGES OF APPLIED ARTS AND
TECHNOLOGY**

July 22, 2025

U4

TO AMEND THE COLLECTIVE AGREEMENT

BETWEEN

**ONTARIO PUBLIC SERVICE EMPLOYEES UNION / SYNDICAT DES EMPLOYÉS DE LA
FONCTION PUBLIQUE DE L'ONTARIO**

Full-Time Support Staff Employees

And

College Employer Council (CEC)

The Union reserves the right to alter, modify, amend, delete or add to these proposals unless a proposal has been adopted and signed off by both Parties. The following proposals are presented on a without prejudice or precedent basis.



Legend

Bold – new language

Strikeout – deletion

July 22, 2025

ER Proposal June 18, 2025

6.2.1 Split Shifts

There shall be no split shifts during the term of this Agreement **without the prior written agreement of the employee concerned.**

Union Response

Union does not accept this change - Keep Status Quo.

July 22, 2025

ER Proposal June 18, 2025

17.1.5 Exemption from Posting When Vacancy Reoccurs Within Six Months

Where a position is posted in accordance with Article 17.1 and either the successful applicant leaves the position within six months of assuming it or there is an additional vacancy for the same position within six months of posting, the College may either reconsider applicants of the original posting or repost the vacancy. If the College reconsiders applicants of the original posting, it will first consider the internal applicants who were interviewed.

Union Response

Union waiting for responses

Outstanding question: Is the same position in the same management chain?

July 22, 2025

ER Proposal June 18, 2025

18.4.2 Mediators/Arbitrators

M. Bendel	K. O'Neil
L. Davie	J. Parmar
A. Durette	S. Price
M. Flaherty	D. Randazzo
E. Gedalof	S. Raymond
A. Freedman	D. Webb
C. Johnston	M. Wilson
D. Leighton	M. Wright
J. Nyman	

*Housekeeping: Names highlighted in **green** were previously agreed to at EERC.*

18.5.3.1 Arbitrators

J. C  ve
A. Durette
~~M. Flaherty~~
E. Gedalof
~~N. Jesin~~
~~R. McLaren~~
K. O'Neil
D. Randazzo

Union Response

18.4.2 Mediators/Arbitrators

Union does not agree to the addition of A. Freedman

Union wants to remove M. Bendel

Union would like to add, A. McKendy(b), P. Turtle, K. Karimjee, M. Giroux(b), S. Slinn, S. Atkinson(b)

Still looking into C. Johnston, D. Webb, M. Wright

18.5.3.1 Arbitrators

Union does not agree to remove R. McLaren,

Union agrees to remove M. Flaherty and N. Jesin

The Union would like to add A. Garzouzi(b), C. Rowan