



Document U-2

June 2, 2026

UNION PROPOSALS

FOR CREATION OF THE COLLECTIVE AGREEMENT

Between the

Ontario Public Service Employees Union (OPSEU)

For the College Academic Part-Time and Sessional Staff

(the “Union”)

And

The College Employer Council

The “Employer”

The following Union proposals are tabled without prejudice. Further the Union reserves the right to ADD, DELETE, AMEND or otherwise alter these proposals during the course of bargaining.

Article 1

RECOGNITION

1.01 The Union is recognized as the exclusive collective bargaining agency for all academic employees of the Colleges engaged as teachers, counsellors, and librarians employed on a part-time or sessional basis, all as more particularly set out in **Article xxx**: Wages, except for those listed below:

- (i) Chairs, Department Heads and Directors;
- (ii) persons above the rank of Chair, Department Head or Director;
- (iii) other persons excluded by the legislation; and
- (iv) teachers, counsellors, and librarians who are included in the full-time academic staff bargaining unit.

NOTE A: Sessional shall mean teachers, counsellors, or librarians who are appointed for one or more sessions and who are employed for not more than 12 months in any 24-month period.

NOTE B: Part-time teachers are persons who teach six hours per week or less.