



Document U-3

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 XX

EMPLOYEE/EMPLOYER RELATIONS COMMITTEE

Purpose

XX.01 The parties agree to establish an Employee/Employer Relations Committee (EERC) in order to:

- (i) facilitate communications between Management and the Union at the provincial level in an unconstrained, yet official manner during the life of the Agreement;
- (ii) preclude and resolve common problems during the life of the Agreement;
- (iii) permit both parties to enter negotiations with much of the groundwork completed.

Membership

XX.02 A The Committee will be composed of equal representation, not to exceed a total of ten members, five appointed by each party.

XX.02 B Each party shall designate a Co-Chair, and they will be responsible for the coordination of the Committee meetings.

XX.02 C The Committee shall determine its own internal procedures.

XX.02 D Union members of the Committee, sub-Committees, and any ad-hoc Committees shall be released from duty without loss of regular wages, benefits, and seniority for the purpose of attending meetings. Union members who do not require release from duty will attend meetings and shall be compensated by the college at their teaching or workload hourly rate equivalent to a 3-hour course or 7-workload hours as appropriate.

Meetings

XX.03 A The Committee shall meet a minimum of five times per year.

XX.03 B The Committee will primarily concern itself with matters that have province-wide application and other items as mutually agreed upon that do not constitute altering or changing the Agreement.

XX.03 C The Committee will consider matters of a local college concern. Either party will inform the other party if an item is to be referred to the EERC prior to its being discussed by the EERC.

XX.03 D The Committee will discuss College practices on utilization of sessional employees and all matters regarding the use of sessional employees referred to it.

XX.03 E The Committee will not address items that are the subject of a grievance unless both parties to the grievance so agree.

- XX.03 F** It is recognized that the Committee is not intended as a decision-making body. However, the Committee may make recommendations as appropriate.
- XX.03 G** The Committee will examine issues relating to employment equity and means of enhancing it.
- XX.03 H** The Committee will examine the adequacy of information supplied to the Union Local, including information supplied under **Articles XXX (to be replaced with actual articles)**.