

BETWEEN:

COLLEGE EMPLOYER COUNCIL

(the "CEC")

AND

ONTARIO PUBLIC SERVICE EMPLOYEES UNION – CAAT A PART-TIME/SESSIONAL BARGAINING COMMITTEE

(the "Union")

Ground Rules for 2026 Part-Time/Sessional Academic Negotiations

1. The Parties shall negotiate in good faith and make every reasonable effort to make a collective agreement.
2. Meetings are to be held on mutually agreed dates, and unless otherwise agreed from 10 am to 5 pm.
3. Inter-team communications or concerns shall occur between the chairs and/or Negotiators for each team.
4. Either Party may call a caucus meeting at any time by advising the other Party that they are doing so:
 - Caucuses will be presumed to be of an hour's duration unless otherwise stated in advance;
 - Either Party shall notify the other when breaking for meals if in the midst of a caucus.
 - Where a Party anticipates that a caucus may extend beyond an hour, it will, through its Negotiators advise their counterpart with an estimate of the further duration required.
5. The Parties agree that when they present a proposal, they will provide an electronic copy (in both PDF and Word format) to the other Party's Negotiator at least 15 minutes prior to the bargaining session at which the proposal will be presented. Each Party shall be responsible for their own printing.

6. When an item is tentatively agreed to by the Parties, the Negotiators and Team Chairs will sign-off on the item.
7. The Parties acknowledge their shared obligations and responsibilities pursuant to the Ontario *Human Rights Code*.