

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. Neither Party shall publicly misstate the position of the other and all communications shall be respectful.
2. Meetings are to be held on mutually agreed dates, and unless otherwise agreed from 10 am to 5 pm, with a break between noon and 2 pm.
3. There shall be no publication by or on behalf of either Party of communications about bargaining, proposals, or other related matters until a bargaining day has concluded and a minimum of three (3) hours have passed.
4. It is understood that each Party may publish its proposals as they stand at the end of the bargaining day, as well as the exchanged proposals of the other Party, as they stand at the end of the bargaining day.
5. The Parties agree that when they present a proposal, they will provide an electronic copy to Peter McKeracher and Shawn Pentecost at least 10 minutes prior to the bargaining session at which the proposal will be presented. At least six hard copies of the proposal shall be provided at the start of the bargaining session.
6. When an item is tentatively agreed to by the Parties, the Negotiators and Team Chairs will sign-off on the item.
7. There shall be no audio or video recording during any session between the Parties.

DATED the ____ day of April, 2026:

Laurie Rancourt

Patricia Tuff

Peter McKeracher

Shawn Pentecost