



Document U-1

May 27, 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.

Purpose

The purpose of this collective agreement (CA) is to establish and sustain a respectful, equitable, and constructive relationship between the employer and the union. As many part-time and sessional faculty work at more than one college at any given time, this agreement creates and affirms a shared commitment to fair, safe, and dignified working conditions and the protection of employees' rights, well-being, and professional integrity at all colleges.

This CA further recognizes the importance of fostering a workplace that supports employee morale, stability, and meaningful participation in the workplace. This CA establishes clear, just, timely, and peaceful processes for addressing and resolving concerns, disputes, and grievances in a manner that upholds transparency, accountability, and equity for all employees covered by this CA.

The employer and the union support the Equity Commitments below:

- Identifying, challenging, and eliminating systemic racism and colonialism as well as individual acts of all forms of racism, including acts of anti-Indigenous and anti-Black racism in our workplace;
- Changing the way our system works with students, employees, industries, and communities to address the underrepresentation of Indigenous and Black students in the college system;
- Changing the way we provide our service in recognition that systemic racism and colonization have harmed, and continue to harm, those we serve; and
- Addressing systemic barriers that impact employees from equity-deserving groups.