



Document U-4
August 19, 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 2

EMPLOYMENT EQUITY

- 2.01** The parties recognize that many faculty are employees with short-term contracts and are from equity-deserving groups, and that inequities in compensation, job security, and working conditions constitute a *de facto* violation of the fundamental principle of employment equity.

The parties recognize that transparent hiring and advancement practices of contract faculty, including permanent employment with transparent competitions and equity targets, provide an opportunity to address existing inequities in employment in the college system.

- 2.02** The parties endorse the principle of equity in employment and recognize a shared commitment to achieving employment equity within the college system. Employment equity ensures that the hiring process is fair and equitable for all candidates and employees. The parties agree to cooperate in the identification and removal of all barriers to the recruitment, selection, hiring, retention, and promotion of the following equity-deserving groups:

- (i) women;
- (ii) Indigenous peoples;
- (iii) racialized people;
- (iv) people with disabilities;
- (v) people of any sexual orientation, gender identity, gender expression;
- (vi) Francophones; and
- (vii) people marginalized in relation to age and/or perceived age.

Other groups may be designated as under-represented in federal and provincial human rights legislation or agreed to by the parties and may be included in this list.

Education and experience obtained outside of Canada shall be considered equivalent to that obtained in Canada, unless limited by legislation or by professional regulatory bodies.

2.03 The parties recognize a shared commitment to achieving employment equity within the college system. The parties shall work together to enact the following:

- (i) At each College, the parties shall form a College Employment Equity Committee (CEEC) composed of six (6) members, with three (3) to be appointed by the College and three (3) from the bargaining unit employed within the last twelve (12) months appointed by the Union Local, with joint responsibility to facilitate:
 - a. the implementation of employment systems, policies, practices, including matters relating to family care and obligations, that are non-discriminatory in nature and effect, with specific attention to addressing anti-Black racism and anti-Indigenous racism;
 - b. the implementation of practices and policies to enhance the hiring of, transfer, promotion, training, and developmental opportunities of persons from the equity-deserving groups as listed in Article 2.02;
 - c. generating data as to the current representation and distribution of the equity-deserving groups as listed in Article 2.02;
 - d. the examination of recruitment and practices of hiring into the bargaining unit of persons from equity-deserving groups as listed in Article 2.02;
 - e. the removal of any barriers that may exist in employment policies and the monitoring of data relative to employment equity; and
 - f. the attainment of appropriate representation of equity-deserving groups as listed in Article 2.02.
- (ii) No later than the end of the first month of each semester, each College will produce to its CEEC an AODA compliant list that includes for each employee:
 - a. name;
 - b. employee number;
 - c. self-identified equity information (where consented by the employee);
 - d. job classification(s);

- e. employment status;
 - f. pay step;
 - g. department(s);
 - h. home campus (where predominantly assigned); and
 - i. personal contact information (including home address, personal phone number, and personal email).
- (iii) At the Employee/Employer Relations Committee (EERC), the parties will work together to ensure that all provisions of the Agreement are non-discriminatory in nature and effect.
 - (iv) At both the provincial and local levels, the parties will work together to enhance the participation of individuals from equity-deserving groups in the day-to-day administration of the Agreement. This could include, but not be limited to, the administration of other applicable articles and appendices of this Agreement.
 - (v) The CEEC shall provide to both parties, through the EERC at the provincial level, an annual report during the first (1st) week of October outlining the representation and distribution of employees who have self-identified as members of the equity-deserving groups listed in Article 2.02 in the last twelve (12) months.