



Document U-5
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 4

RELATIONSHIP

- 4.01 A** On or prior to commencement of employment, each new employee shall be provided with a copy of this Collective Agreement, and the names and contact information of the Union Local Executives if supplied to the College by the Union Local. Employees will be provided a copy of the Collective Agreement on the first occasion they are employed following the negotiation of a new Collective Agreement or if re-employment occurs more than one (1) year after the end of a previous part-time or sessional contract.
- 4.01 B** The parties agree that a French-language and an English-language version of this Agreement shall be prepared. With respect to any dispute arising at a French-language College, the French-language version of this Agreement shall prevail. With respect to any dispute arising at an English-language College, the English-language version of this Agreement shall prevail.
- 4.01 C** The cost of printing the Agreement booklets will be shared equally by the CEC and the Union, subject to mutual agreement as to format and production arrangements.
- 4.02** The Colleges and the Union agree that there will be no intimidation, discrimination, interference, restraint, or coercion exercised or practiced by either of them or their representatives or members because of an employee's:
- (i) membership or non-membership in the Union; or
 - (ii) activity or lack of activity in the Union; or
 - (iii) filing or not filing a grievance including participation in the workload complaint system.

Contact List of Employees

- 4.03** By the fifteenth (15th) of every month, the College shall give to the Union Local and the EERC (as laid out in **Article XX** - Employee/Employer Relations Committee) a list of all active part-time & sessional employees. This list will include for each employee their name, employee number, self-identified equity information (where consented by the employee), job classification(s), employment status, pay step, department(s), and home campus, where predominantly assigned. Additionally, the list will include the personal contact information (including home address, phone number(s), and personal e-mail) of each of these employees that the College has a record of. The list will be provided in an AODA-compliant digital format in accordance with **Appendix XX**- Contact List.

Employee Orientation

- 4.04** New employees and/or those with more than a twelve (12) month break in employment at the College shall be given an orientation within two (2) weeks of their assignment

start date. The Union Local will be given at minimum thirty (30) minutes to privately address the employee(s) during the orientation.

Where the College fails to hold an orientation in accordance with the preceding paragraph, the Union Local shall be provided sixty (60) minutes to meet with any such employee(s) in their first (1st) month of employment in this bargaining unit for orientation. The College shall provide a space for any such orientation meetings and will compensate the employee(s) and Union Local representative(s) at their respective rates of pay.