



Document U-7
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 5**NO STRIKE AND NO LOCK-OUT**

- 5.01** The Union agrees there shall be no strike and the CEC agrees there shall be no lock-out, "strike" and "lock-out" being as defined in the *Colleges Collective Bargaining Act, 2008*, as amended.
- 5.02** There shall be no discipline and/or reprisal for any bargaining unit member who elects to not cross the picket line of another bargaining unit.