

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. The Parties shall negotiate in good faith and make every reasonable effort to make a collective agreement. To that end, meetings are to be held on mutually agreed dates, and unless otherwise agreed from 10 am to 5 pm.
  - The CEC and the colleges will make reasonable efforts to release the Union Bargaining Team members from assigned college-related work on dates the Parties have scheduled to attend bargaining.
  - The Parties will make best efforts to schedule additional bargaining dates.
  - To this end, in addition to the nine (9) days proposed by the CEC on April 29, 2026, we are proposing the following dates in 2026:
    - i. September 22 and 28
    - ii. October 2, 5, 6, 7, 20 and 21
    - iii. November 4, 5, 9 – 12
    - iv. November 18 and 19
    - v. December 9 – 11
3. Inter-team communications or concerns shall occur between the chairs and/or Negotiators for each team.
4. Either Party may call a caucus meeting at any time by advising the other Party that they are doing so:

- Caucuses will be presumed to be of an hour's duration unless otherwise stated in advance;
  - Either Party shall notify the other when breaking for meals if in the midst of a caucus.
  - Where a Party anticipates that a caucus may extend beyond an hour, it will, through its Negotiators advise their counterpart with an estimate of the further duration required.
5. 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.
  6. The Parties agree that when they present a proposal, they will provide an electronic copy (in both PDF and Word format) to the other Party's Negotiator at least 15 minutes prior to the bargaining session at which the proposal will be presented. Each Party shall be responsible for their own printing.
  7. When an item is tentatively agreed to by the Parties, the Negotiators and Team Chairs will sign-off on the item.
  8. The Parties acknowledge their shared obligations and responsibilities pursuant to the Ontario *Human Rights Code*. Any requests for accommodation will be discussed by both Parties, and the Parties shall agree to the method of accommodation prior to its implementation.
  9. There shall be no audio or video recording during any session between the Parties unless the parties agree in writing beforehand.

**DATED the \_\_\_\_ day of May, 2026:**

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Laurie Rancourt

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Patricia Tuff

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Peter McKeracher

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Shawn Pentecost