



COLLEGE  
**EMPLOYER**  
COUNCIL

CONSEIL DES  
**EMPLOYEURS**  
DES COLLÈGES



# Full-Time Support Staff Bargaining 2025

## CEC Response to OPSEU U6 Proposals

Presented by:

The College Employer Council

(on behalf of the Colleges of Applied Arts and  
Technology)

To:

The Ontario Public Service Employees Union  
(for CAAT Full-time Support Staff Employees)

August 20, 2025

## **FULL-TIME SUPPORT STAFF BARGAINING 2025**

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Management reserves the right to add to, amend, modify, or withdraw any proposal during the negotiations process. All proposals are made without prejudice and/or precedent.

Management maintains all proposals from its M1, M2 and M3 proposals that are not referenced here.

### **Document Legend:**

New language is underlined and bolded – **Example**

Deleted Language strikethrough – ~~Example~~

All other language – status quo

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### **CEC Responses:**

#### **5.6.1 Copy of Agreement**

The CEC maintains its proposal.

#### **15.2 Notice to Local Union**

The CEC maintains its proposal.

#### **14.3 Transfer Into Union**

#### **15.4.3 Bumping Procedure**

#### **15.6.1 Recall by Seniority**

#### **15.10 Seniority Lost**

CEC maintains its package proposal in M2 (July 23, 2025):

**CEC will withdraw its proposals on 15.4.3, 15.4.4.2, and 15.4.5 if the Union withdraws its proposals UP 25, UP 29, and accepts the Employer's response of July 10, 2025, regarding 15.6.1 and 15.10 (extending recall rights to 18 months).**

#### **18.4.2 Mediators/Arbitrators**

CEC maintains its proposal.

#### **18.5.3.1 Arbitrators**

CEC maintains its proposal.

#### **18.5.1.2 Limitation on Grievance Filing**

CEC withdraws its proposal.

#### **Appendix D**

CEC maintains its proposal and awaits discussion with the Union.

#### **LOUs**

CEC maintains its proposal.

#### **17.1.6 (NEW)**

CEC does not accept the Union's proposal.

#### **14.6.1 – Employment Stability Committee**

CEC does not accept the Union's proposal and proposes maintaining status quo.

### **17.1.1 - Consideration – Bargaining Unit Employees**

CEC rejects the Union's proposal and awaits the Union's response on Indigenous Knowledge.

### **4.11**

CEC rejects the Union's proposal.

## **Appendix A**

CEC rejects the Union's proposal and proposes maintaining status quo of the collective agreement.

### **6.4 – On Call**

CEC proposes discussing these proposals in monetary.

### **6.9 Communication Outside of Work**

CEC counter-proposes the following language:

**It is understood that the College does not expect employees to engage in work-related communications outside of scheduled shifts subject to the requirements of 6.3, 6.4, 6.6, or in exceptional circumstances beyond the reasonable control of the College.**

### **6.2.1 – Split Shifts**

CEC maintains its proposal.

### **15.4.6 – Familiarization**

CEC rejects the Union's proposal and proposes maintaining status quo of the collective agreement.

## **Appendix K & LOU**

CEC rejects the Union's proposal and proposes maintaining status quo of the collective agreement.

### **17.1.5 – Exemption from Posting When Vacancy Reoccurs Within Six (6) Months**

CEC maintains its proposal.

### **15.3.3(7.) and 15.4.3.**

CEC does not accept the Union's new proposals.

### **11.6 – Carry-Over**

*Estoppel Notice: The College Employer Council hereby advises OPSEU that Colleges will be relying on the strict wording of the Collective Agreement as of June 30, 2027.*

CEC proposes discussing the following points:

- Any employee with excess vacation carryover will have the lifetime of the collective agreement to deplete their excess vacation bank.
- College will educate supervisors to make sure vacations are scheduled.
- Any employee denied vacation due to operational reasons has the opportunity to file a grievance.

### **LOU – Funding**

The CEC maintains its rejection of this proposal

### **New Union LOU Proposals**

The CEC does not accept the Union's new proposals.

