



COLLEGE
EMPLOYER
COUNCIL

CONSEIL DES
EMPLOYEURS
DES COLLÈGES



Full-Time Support Staff Bargaining 2025

CEC's Revised Proposals on Vacation Carry-Over and Classification Grievance Arbitrators

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 21, 2025

FULL-TIME SUPPORT STAFF BARGAINING 2025

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.

11.6 Carry-Over

Recognizing the needs of the College and the desires of employees, an employee may carry over up to three (3) weeks of vacation to the immediately subsequent vacation year consistent with efficient staffing requirements and subject to agreement on scheduling of the carry-over week(s) in the following vacation year at a time satisfactory to the College.

However, where the College is unable to schedule an employee's vacation, the employee may carryover the unused entitlement, which will be scheduled by the College in the following vacation year.

(NEW) Letter of Understanding – Vacation Carry-Over Scheduling and Use Before August 31, 2027

There are employees with vacation carryover that exceeds the limits set out in Article 11.6. The parties agree that this carryover shall be scheduled by the College and taken by the employee no later than August 31, 2027.

18.5.3.1 Arbitrators

CEC agrees to maintain the current language in the collective agreement regarding Classification Grievance Arbitrators.