



COLLEGE  
**EMPLOYER**  
COUNCIL

CONSEIL DES  
**EMPLOYEURS**  
DES COLLÈGES



# Full-Time Support Staff Bargaining 2025

## CEC's Response to Union's Proposal U9

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 25, 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.

**CEC'S PROPOSAL IS PRESENTED AS A PACKAGE AND IS SUBJECT TO THE UNION WITHDRAWING PROPOSALS UP 17 AND UP 41.**

### **UP 5 – 14.6.1**

**CEC Response:**

*All aspects of the article remain status quo except:*

The parties agree that meetings should take place on a regular basis to meet once in the Spring, Fall and Winter semesters at times that are mutually convenient.

### **UP 22 – Appendix A**

#### **9. Benefits Entitlement Booklet**

There shall be a change log in the Benefit Entitlement Booklet documenting all amendments.

### **UP 28 – 4.3.2      Employee Orientation**

Where a College has a formal orientation meeting with a group of new employees, the Local Union will be given an opportunity to address the group during the meeting for the purpose of assisting the College in orienting the new employees to the College. **Where the College does not have a formal orientation, the College will schedule up to 15 minutes for a Union Local representative to meet with new employees in their first (1st) month of employment for Union Orientation.**

## **UP 34 – 6.9            Communication Outside of Work**

**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.**

### **M01 - 5.6.1    Copy of Agreement**

CEC is prepared to accept the Union's proposal in U9, which is:

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

~~Upon his/her date of hire, a copy of this Agreement shall be provided by the College to each new employee, and at the same time, the College shall notify the new employee of the name of his/her Steward or Local Union Officer,~~

Within **fourteen (14) days** after the signing of this Agreement, the College will post the Agreement on the College website.

##### **5.6.1.1           Newly hired employees**

**Upon date of hire, the College shall notify the new employee of the name of the employee's Steward or Local Union Officer and provide the link to where they can access the Collective Agreement. Upon request of the new employee, the College OPSEU shall provide a printed copy of the Collective Agreement.**

##### **5.6.1.2           All Employees**

**All employees shall have access to view and read the Collective Agreement from a College computer.**

#### **5.6.2            Printing of Agreement**

**CEC withdraws its proposal – Article Remains Status Quo**

### **15.4.6    Familiarization Period**

**Union withdraws its proposal – Article Remains Status Quo**

### **M01 – 11.6 Carry-Over**

## 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. **Where the College is unable to schedule an employee's vacation, the employee may carryover all unused vacation days, 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.**