

FULL-TIME SUPPORT STAFF BARGAINING 2025

**PROPOSALS PRESENTED BY:
OPSEU/SEFPO
ON BEHALF OF THE
FULL-TIME SUPPORT STAFF IN THE COLLEGES OF APPLIED ARTS AND
TECHNOLOGY**

August 27, 2025

U12

TO AMEND THE COLLECTIVE AGREEMENT

BETWEEN

**ONTARIO PUBLIC SERVICE EMPLOYEES UNION / SYNDICAT DES EMPLOYÉS DE LA
FONCTION PUBLIQUE DE L'ONTARIO**

Full-Time Support Staff Employees

And

College Employer Council (CEC)

The Union reserves the right to alter, modify, amend, delete or add to these proposals unless a proposal has been adopted and signed off by both Parties. The following proposals are presented on a without prejudice or precedent basis.



Legend

Bold – new language

Strikeout – deletion

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4.2 List of Part-Time Employees DELETE

Agreed and signed off

5.6.1 Copy of Agreement

Resubmitted in U10

5.6.2 Printing of Agreement

Resubmitted in U10

6.2.1 Split Shifts

Response in U6 - Union does not agree to split shifts

6.4 On-Call

Responded in U6 – Union proposed moving their increase to monetary therefore if ER wants to discuss their proposal it is now monetary

7.6 Lead Hand Premium for Temporary Assignments

Agreed and signed off

11.6 Carry-Over

Responded in U10

13.4 Video Display Terminals

ER withdrew - M03 -July 24, 2025

15.2 Notice to Local Union

Responded in U6 – Union position remains the same with their changes proposed

15.4.3 Bumping Procedure

Responded in U11

15.4.4.2 Position Outside Forty (40) Kilometres

Responded in U11

15.4.5 Displacement

Responded in U11

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17.1.5 Exemption from Posting When Vacancy Reoccurs Within Six Months

Responded in U6 - Union position does not change

17.3.4 Excluded Positions

Responded in U2 - Union does not agree with the ER changes

18.4.2 Mediators/Arbitrators

Not interested in Webb, Johnston, Wright

18.5.3.1 Arbitrators

Agreed - no need to add more arbitrators to classification process

NEW 18.5.1.2 Limitation on Grievance Filing

ER withdrew – August 20, 2025

18.5.5.1 Restrictions

Agreed and signed off

(LOU) Red Circle Rates

Agreed and signed off

APPENDIX D - Temporary Employees

Responded in U6 – Moved discussion with Union App D proposal

Review and Update the Letters of Understanding

Agreed and signed off the following

Red Circle Rates REVISED

Stand By

Less Than 12 Months Positions

Childcare

VDT & EERC

Joint Transitional Committee

Automobile Insurance

Grievance Scheduling

Article 15.5.1 – Severance Pay

Accrual of Service and Seniority

Clarification Regarding the Use of the Word “Persons”

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Return to Work
Mobilizer Leave
Pregnancy and Parental Leave
Notification of Contracting Out
Bereavement Leave, Article 12.3
Commitment to Equity, Diversity, and Inclusivity (EDI)
Indigenous Commitment

Outstanding LOU

Responded in U6 – Union maintains position on renewing these LOUs

Long Term Disability
Layoff/Recall Process – Bumping
Job Postings – Other Colleges
Direct Operating Grants From The Ministry of Community and Social Services
Conflict Between Booklet and Original Signed Version
Implementation of the New Job Evaluation System
Bill 124