



COLLEGE
EMPLOYER
COUNCIL

CONSEIL DES
EMPLOYEURS
DES COLLÈGES



Full-Time Support Staff Bargaining 2025

M05 - College Monetary 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 29, 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.

Document Legend:

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

Deleted Language strikethrough – ~~**Example**~~

All other language – status quo

CEC rejects any Union Proposal that is not expressly set out in M04 or M05.

Union's Proposal – UP 12

CEC's Counterproposal:

Appendix E and 7.1

September 1, 2025: 2.0% ATB

September 1, 2026: 2.0% ATB

September 1, 2027: 1.50% ATB

Union's Proposal – UP 20

CEC's Counterproposal:

8.1.7 Hearing Aids

The Colleges agree to pay seventy-five per cent (75%) of the premiums for the Hearing Aid Plan providing coverage to a maximum of **three** thousand **two hundred and fifty** dollars ~~(\$3000)~~ **(\$3250)** each three (3) years, per person, subject to eligibility requirements and enrolment requirements and the balance of the premiums shall be deducted by payroll deduction.

Union's Proposal – UP 24

CEC's Counterproposal:

7.5 Shift Premium

The College shall pay a shift premium of ~~seventy-five (75) cents~~ **one dollar and twenty-five cents (\$1.25)** per hour for all regular hours worked between 5 p.m. and midnight and ~~one dollar (\$1.00)~~ **one dollar and seventy-five cents (\$1.75)** per hour for all regular hours worked between midnight and 6 a.m. Where more than fifty per cent (50%) of the hours worked on any regular shift fall within a period attracting the higher premium, the higher premium shall be paid for all regular hours worked.

Union's Proposal – UP 31

CEC's Counterproposal:

6.4 On-Call

On-Call refers to time periods during which an employee must be available and able to respond, within a reasonable time, to resolve a problem either by returning to the workplace or off-site (if applicable). On-call applies to time periods that are not regular working hours, overtime, stand-by or call back.

An employee assigned to be on-call is not required to stay at home, but they must make sure that they can be contacted and are able to start work within a reasonable time. It is understood that a return to the workplace may not be necessary in all situations. There shall be no pyramiding of premiums. Where the employee is recalled, the provisions of Article 6.3 shall apply.

~~Where an employee is assigned to be on-call, they shall receive one dollar (\$1.00) per hour for all hours that they are required to be on-call.~~ No employee shall be required to be on-call or be assigned on-call duty unless authorized in writing by their immediate Supervisor.

An employee assigned to be on-call shall not be paid for the on-call period, or part of the on-call period, if they were not available or were unable to work due to illness or other circumstances beyond their control.

Where the College requires employees to be on-call, qualified employees in the work group shall be selected first on a volunteer basis, in order of seniority, on a rotational basis. Where there are insufficient volunteers, assignment shall be made by reverse order of seniority. However, no employee shall be required to be on-call for more than one hundred and twenty-eight (128) hours per month. Notwithstanding the foregoing, no employee shall be prevented from voluntarily exceeding this maximum. **The on-call premium shall be one dollar and fifty cents (\$1.50) per hour for all on-call hours up to the monthly maximum, and three dollars (\$3.00) per hour for an employee who voluntarily exceeds the monthly maximum.**

Union's Proposal – NEW Enhanced Severance LOU

CEC's Counterproposal:

(NEW) Letter of Understanding – Enhanced Severance Payments

Effective date of ratification (and superseding Article 15.5.1 for the term of this agreement).

Applies to all notices of layoff on or after date of ratification and before August 30, 2028:

15.5.1 General

Where an employee (other than one who is affected by contracting out and who elects to receive severance pay pursuant to Article 15.5.2) is laid off and has:

- less than five (5) years service and within twenty-one (21) calendar days of receipt of notice of layoff elects to waive all rights of recall under the Agreement, they shall receive severance pay equal to one weeks pay at their current salary for each completed year of service **multiplied by 1.5.**

Example: For illustration purposes only, an employee with four (4) years of completed service will be entitled to severance pay equal to four (4) weeks' pay at current salary x 1.5.

- more than five (5) years service they will have their severance pay treated pursuant to the provisions of the Employment Standards Act., 2000, **multiplied by 1.5, to a maximum of thirty-two (32) weeks.**

Example: For illustration purposes only, an employee with fourteen (14) years of completed service will be entitled to severance pay equal to fourteen (14) weeks' pay at current salary x 1.5. However, an employee with twenty-four (24) years of completed service would receive a maximum of 32 weeks' severance pay.

Acceptance of severance shall not terminate the right to retraining under Article 15.7.

CEC's Proposal:

CEC proposes developing a Letter of Understanding on a joint EERC/JIC committee that, for the term of the agreement, will explore issues of:

- Financial sustainability of the Support Staff Benefits Plan

APPENDIX D - Temporary Employees

CEC's Proposal from M01:

4. An employee under this Appendix may be hired before the commencement of the leave of the bargaining unit employee to allow for an appropriate familiarization period. If the bargaining unit employee does not return to their position, the employee hired under this Appendix may continue to be employed under this Appendix until a replacement is hired and familiarization completed.

CEC's Counterproposal to UP 27:

NEW (numbering to be determined)

If an employee is the successful internal candidate for a position which they held immediately prior as an Appendix D, then the College shall waive the probationary period set out in Article 14.1 provided that the employee worked at least 910 hours in the Appendix D position.