

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**

September 26, 2025

U18 – Mediation - Amended to replace UP6 and UP13 in U17

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

UP 6 15.8 & Appendix I Union amends their proposal

~~There shall be no contracting out.~~

The College shall not contract out existing work that is normally and customarily performed by employees within the support staff bargaining unit as defined in the *Colleges Collective Bargaining Act, 2008*, except as mutually agreed upon between the College and the Local through UCC. If the parties form such an agreement, the contracting out language within the collective agreement shall apply.

The College reserves the right to contract out work in emergency circumstances beyond the College's reasonable control. In such cases the College shall provide detailed information (i.e. type of work, duration of the contract, salary), to the Union.

UP 13 3.2 (NEW) Union amends their proposal

3.2 Support Staff Work

~~The Employer agrees that persons excluded from the Full-Time Support Staff and Part-Time Support Staff bargaining units, including but not limited to managers, supervisors, and other non-bargaining unit personnel, shall not perform work normally and customarily performed by employees within the support staff bargaining unit as defined in the *Colleges Collective Bargaining Act, 2008*.~~

The College agrees that Administrative Staff, including but not limited to managers and those in supervisory roles, shall not perform work normally and customarily performed by employees within the Support Staff bargaining unit as defined in the *Colleges Collective Bargaining Act, 2008* except for the purposes of onboarding, training, or in emergencies when Support Staff bargaining unit employees are not readily available.