



To: Christine Kelsey and the OPSEU bargaining committee

From: Pascal Bessette and CEC bargaining committee

Date: September 28, 2025

The purpose of this letter is to comment on the state of bargaining and to provide CEC's response to union proposal U23. **We ask that you share a copy of this letter and the enclosed management proposal (M12) with the entire full-time support staff membership so that they understand where things stand between the parties.**

As you know, a government appointed mediator scheduled mediation on Friday September 26, 2025. The parties met over the course of approximately 15 hours that day. Given the progress that the parties appeared to be making, mediation continued into Saturday and Sunday.

Over the course of that time, the CEC offered additional enhancements in areas such as wages, on-call pay, and bereavement leave. CEC also offered increased protections for technological change and contracting out. At the same time, the union withdrew its demands regarding no campus closures and no staff reductions for the life of the collective agreement. A summary of the improvements and enhancements that the CEC has offered to date are set out below.

Despite our apparent progress, late Saturday night the union provided its U23 proposal. It included only two demands: (1) a prohibition on contracting out unless the union approves; and (2) bargaining unit work restrictions that would prevent collaboration in the service of our students. The union also stated in the presence of the mediator that agreement on at least one of these demands was a precondition to the union presenting a complete proposal on other outstanding issues.

Further, the proposals the union put forward on contracting out and bargaining unit work in U23 are significantly more restrictive than the language the union proposed earlier the same day in U22. It is difficult to negotiate a renewal agreement if the union goes "backwards" on its previous positions. Negotiating against receding horizons undoes the days of progress we achieved together.

This approach is not productive to reaching a settlement and CEC has repeatedly stated that these two demands cannot be accepted.

In any event, attached to this letter is another complete CEC proposal M12, which includes two significant additional protections for contracting out in Appendix I. First, it gives employees two years (up from one year) to decide if they want to return to work at the college. Second, it provides employees with access to Article 15.7.1 entitlements so they have a better chance at returning to work at the college in a different capacity if they choose within the two-year period.

Support staff employees are critical to the success of colleges. It is our hope that we can end this strike so that employees can return to work. The improvements set out in M12, along with all the other proposed improvements set out below, can form the basis of a renewal collective agreement.



If that is not the case, then unfortunately the parties remain at an impasse and the strike will continue.

Please advise.

Yours truly,

A handwritten signature in blue ink, appearing to read 'Pascal Bassette'.

Pascal Bassette
Chair, CEC Full-Time Support Staff Bargaining Committee

Encl: CEC Proposal M12

SUMMARY OF IMPROVEMENTS OFFERED BY CEC

The College Employer Council (CEC), on behalf of Ontario's Colleges of Applied Arts and Technology, presented this package proposal to the Ontario Public Service Employees Union (OPSEU) for CAAT full-time support staff. It consolidates monetary, benefit, and language proposals into a comprehensive settlement offer.

Key Monetary Provisions

- **Across-the-Board Wage Increases (ATB):** 2.25% on Sept. 1, 2025, and 2% in each of 2026, and 2027.
- **Enhanced Severance:** A 50% increase in severance pay for laid-off employees.
- **Shift Premiums:** Increase to \$1.25/hour (5 p.m.–midnight) and \$1.75/hour (midnight–6 a.m.).
- **On-Call Pay:** \$1.75/hour up to 128 hours per month; \$3.00/hour if voluntarily exceeded, increasing to \$2.00/hour and \$4.00/hour on March 1, 2027.

Benefits Improvements

- **Vacation Carry-over Rights:** allows employees to carryover unscheduled time over and above the 3-week maximum.
- **Vision Care:** Coverage increased to \$550 (every 2 years for adults; annually for under 18).



- **Hearing Aids:** Coverage raised to \$3,500 every 3 years.
- **Protective Equipment:** Reimbursement increased to \$175 (footwear) and \$30 (prescription eye protection).
- **Domestic or Sexual Violence Leave:** 5 paid days annually, with possible discretionary extensions.
- **Benefit Entitlement Booklet:** Requires a documented change log.
- **Bereavement Leave:** Inclusion of chosen family.

Job Security & Employment Provisions

- **Employment Stability Committee:** Regular meetings each semester, and clarification of information provided to Committee to do its work.
- **Recall Rights:** Extended to 18 months for employees with less than 24 months of service.
- **Contracting Out (Appendix I):** Increased timelines (from 1 year to 2 years) for employees who take a leave of absence to work for a contracted company, and access to \$20.00 tuition fee for approved college programs and courses through Article 15.7.1.
- **Technological Change:** a new article that provides comparable language to academic employees regarding notice and solution-finding with the employment stability committee.

Other Key Provisions

- **Employee Orientation:** 15 minutes with new hires during orientation or first month.
- **Communication Outside Work:** No expectation of off-shift communications (except in emergencies).
- **Workplace Sexual Harassment:** Reinforces sexual harassment protections aligned with Ontario Human Rights Code and extends timelines for grieving.
- **Posting & Exemptions:** Reconsideration of applicants if vacancy reoccurs within 6 months; seniority accrual for temporary assignments to excluded positions extended to 18 months from 12.
- **Letters of Understanding (LOUs):** Renewal of existing agreements (Bill 124, LTD, layoffs/recall, job postings, etc.).



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Full-Time Support Staff Bargaining 2025 M12 – CEC'S Comprehensive Package Proposal

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)

September 28, 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

***** Any OPSEU proposal not referenced herein is rejected *****

***** CEC presents M12 as a package proposal *****

UP 5 – 14.6.1 Employment Stability Committee

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

UP 8 - 8.1.6 Vision Care

During the term of the Agreement, the Colleges agree to pay seventy-five per cent (75%) of the premiums for a Vision Care Plan providing coverage to a maximum of ~~four~~ **five** hundred **and fifty** dollars (\$**550**.00) each two (2) years for persons eighteen (18) years of age and over and four **five** hundred **and fifty** dollars (\$**550**.00) each one (1) year for persons under eighteen (18) years of age for glasses, frames, and contact lenses, subject to eligibility requirements and enrolment requirements, and the balance of the premium shall be deducted by payroll deduction.



UP 12 – 7.1, Appendix E - CEC maintains its proposal from M11

September 1, 2025: 2.25% ATB

September 1, 2026: 2.0% ATB

September 1, 2027: 2.0% ATB

UP 20 - 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 five hundred** dollars ~~(\$3000)~~ **(\$3500)** 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.

UP 22 – Appendix A

9. Benefits Entitlement Booklet

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

UP 25 - 15.6.1 Recall by Seniority

Persons laid off hereunder who retain recall rights under Article 15 shall be recalled on the basis of seniority providing they can satisfactorily perform the core duties and responsibilities of the job without training, and provided such vacancy occurs ÷

~~–within twelve (12) months of their layoff if the individual has less than twenty-four (24) months continuous employment at the time of layoff; or~~

~~–**within eighteen (18) months of their layoff.** if the individual has twenty-four (24) or more months continuous employment at the time of layoff.~~

Recall rights are limited to positions equal to or less than the person's former payband.



Persons with recall rights will also be entitled to apply for vacancies posted pursuant to Articles 17.1 and 17.1.1.

15.10 Seniority Lost

Seniority shall be lost and employment deemed to be terminated if:

- the employee voluntarily quits;
- the employee is discharged for cause, unless such discharge is reversed through the grievance procedure;
- the person is laid off for a period in excess of ~~twelve (12) months~~ if the person has less than ~~twenty-four (24) months'~~ continuous employment at the time of layoff, or is laid off for a period in excess of **eighteen (18) months** if the person has ~~twenty-four (24) or more months'~~ continuous employment at the time of layoff;
- the employee overstays a leave of absence unless a reason satisfactory to the College is given;
- the employee utilizes a leave of absence for other than the reason for which such leave of absence was granted;
- the person having been laid off, fails to notify the College of their intention to return to work within seven (7) days following mailing of a registered notice of recall to their last recorded address with the College; or having provided such notification, if the person fails to return to work within ten (10) days from the date of mailing of such registered notice of recall;
- the employee is absent without prior authorization or approval for five (5) consecutive working days unless reasons satisfactory to the College are subsequently accepted; or
- the person is laid off and elects to waive all rights of recall and accepts severance pay.



UP 26 – CEC agrees to the Union's proposal in U21

(NEW) 12.8 Domestic or Sexual Violence Leave

An employee shall be granted a leave of absence if the employee or a child of the employee experiences domestic or sexual violence, or the threat of domestic or sexual violence, and the leave of absence is taken for any of the following purposes:

1. To seek medical attention for the employee or the child of the employee in respect of a physical or psychological injury or disability caused by the domestic or sexual violence.

2. To obtain services from a victim services organization for the employee or the child of the employee.

3. To obtain psychological or other professional counselling for the employee or the child of the employee.

4. To relocate temporarily or permanently.

5. To seek legal or law enforcement assistance, including preparing for or participating in any civil or criminal legal proceeding related to or resulting from the domestic or sexual violence.

Pursuant to the *Employment Standards Act, 2000*, the first five (5) days of the leave in each calendar year will be paid days by the College. The days may be taken intermittently or in one continuous period. The employee may be granted additional paid leave at the discretion of the College.

The College agrees that an employee who is the subject of domestic or sexual violence will not be subject to discipline if the absence or performance issue can be linked to the domestic or sexual violence.

Section 49.7 of the *Employment Standards Act, 2000* continues to apply.

Should the *Employment Standards Act, 2000* change and this provision be removed, or reduced, the College shall maintain the current level outlined above.



UP 27 – APPENDIX D – Temporary Employees

CEC proposes the mutual withdrawal of Appendix D proposals.

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 31 – 6.4 On-Call – CEC amends its proposal from M09

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 seventy-five cents (\$1.75) 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.**

Effective March 1, 2027, the on-call premium shall be two dollars (\$2.00) per hour for all on-call hours up to the monthly maximum, and four dollars (\$4.00) per hour for an employee who voluntarily exceeds the monthly maximum.

UP 32 – 13.2.1

13.2.1.1 Footwear

Where an employee is required by the College or by legislation, in order to perform their duties, to acquire and wear protective footwear, the employee shall provide the College with proof of purchase by March 1 each year and the College shall reimburse such employee, on the first pay day in April in each year, up to a maximum of one hundred and ~~fifty~~ **seventy-five** dollars ~~(\$150.00)~~ **(\$175.00)**.

In situations other than the foregoing, the College may, in its discretion, (which discretion shall not be unreasonably exercised) reimburse such expense where it is recommended by the health and safety committee constituted under the *Occupational Health and Safety Act*.

13.2.1.2 Eye Protection

Where an employee is required by the College or by legislation, in order to perform their duties, to acquire and wear prescription eye protection, the employee shall provide the College with proof of purchase by March 1 each year and the College shall reimburse to such employee, on the first pay day of April in each year, up to a maximum of ~~twenty~~ **thirty** dollars ~~(\$20.00)~~ **(\$30.00)**; in situations other than the foregoing, the College, may in its discretion, (which discretion shall not be unreasonably exercised) reimburse such expense where it is recommended by the health and safety committee constituted under the *Occupational Health and Safety Act*.



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.

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 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.

UP 40 - 12.3 Bereavement Leave – CEC agrees to the Union's proposal from U21

On the death of an employee's parent, spouse (or common law spouse), child, stepchild, sibling, parent-in-law, sibling-in-law, child-in-law, grandparent, **chosen family**, spouse's grandparent, grandchild or guardian, ~~the an~~ employee shall be granted leave of absence of three (3) or more days without loss of pay in order to attend at or make arrangements for the funeral, the duration of the leave to be at the discretion of the College. **Such leave shall not be unreasonably denied.**

On the death of the sibling of an employee's parent, or the child of an employee's sibling, an employee, upon request, shall be granted a leave of absence of one (1) day without loss of pay in order to attend the funeral.

Note: For the purposes of Article 12.3, chosen family refers to important and established non-biological kinship bonds.



UP 43 - 4.4 Harassment

4.4.1 Sexual Harassment

[...]

All colleges shall have and maintain a policy with respect to workplace sexual harassment at the College.

The time limits set out in Article 18 do not apply to complaints under this article, provided that the complaint is made within a reasonable time of the conduct complained of, or having regard to all the circumstances.

******The balance of Article 4.4 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.

17.1.5 Exemption from Posting When Vacancy Reoccurs Within Six Months

Where a position is posted in accordance with Article 17.1 and **either** the successful applicant leaves the position within six months of assuming it **or there is an additional vacancy for the same position reporting to the same first**



level manager within six (6) months of posting, the College may either reconsider applicants of the original posting or repost the vacancy. If the College reconsiders applicants of the original posting, it will first consider the internal applicants who were interviewed.

17.3.4 Excluded Positions – CEC maintains its proposal from M09

When a College temporarily assigns an employee to the duties and responsibilities of a position excluded from the provisions of the Collective Agreement, the employee's obligations to contribute to the regular monthly Union dues under Article 5.4 and their seniority shall continue during the period of such temporary assignment up to a maximum period of ~~twelve (12)~~ **eighteen (18)** calendar months unless extended by agreement of the Local Union and the College.

The College will notify the Union Local of the employee's name, excluded position title, and the estimated duration of the assignment.

APPENDIX I - Contracting Out

It is agreed that no bargaining unit member who has completed the probationary period will be released from the College's employ as a direct result of the College contracting out their work.

However, contracting out to an employer who will employ the employee with comparable terms and conditions of employment is not a breach of this Appendix.

An employee given notice of layoff or reassignment as a result of their work being contracted out may elect to take an unpaid leave of absence of up to ~~one (1) year~~ **twenty-four (24) months**, in order to accept a job offered by the contractor. **The employee may utilize the entitlements set out in Article 15.7.1 during this time.** The leave will begin on the date that the employee commences employment with the contractor. If the employee wishes to return to the College, they must provide at least one hundred and ~~twenty (120)~~ **ninety 90** calendar days written notice of their intention to return at the end of the leave.



The College will then apply Article 15.4.3, as appropriate. If no position can be identified pursuant to Article 15.4.3, no new notice of layoff under 15.4.4.1 need be provided to the employee.

The College will not provide wages or benefits to the employee during the leave.

15.2 Notice to Local Union

When the College contemplates any action that may result in an employee who has completed the probationary period being subject to the layoff process, the College shall give fourteen (14) calendar days written notification to the Local Union President prior to written notice being provided to the employees affected. At the same time, the College shall provide the Local Union with all data used by the College, **including but not limited to staffing and financial information**, in formulating its tentative determination to undertake the action contemplated.

15.11 Technological Change

15.11 This Article shall apply when the College introduces new technology in the form of new equipment or process substantially different in nature or design from that previously in effect which has the initial effect of displacing an employee from the employee's position or more than one employee from their positions.

In such circumstances, the College will provide the Union Local and the ESC at least 90 calendar days before the date on which the technological change is introduced with a description of the change and the approximate number of employees likely to be directly affected by the change. The ESC shall meet to discuss the effect on the employment status of employees directly affected and possible measures to reduce adverse effects of the technological change including discussion of developmental opportunities for employees for possible assignment to other positions within the College or assisting in a change of career for employees with suitable qualifications.

The ESC may have other persons at its meetings to assist in examination of the circumstances regarding the technological change.

The ESC may make recommendations on the measures for developmental opportunities or possibilities of other assignments, or other measures to assist the College and employees affected by the technological change.



Following the effective date of the technological change a reduction of employees resulting therefrom shall be carried out pursuant to Article 15.

Where it is considered mutually desirable that the Union Local and the College set out in writing the measures to be applied to any resolution reached in accordance with this Article, it shall be signed by the parties and shall have the effect of a provision of this Agreement and be subject to Article 18, Complaints/Grievances, but shall not continue beyond the terms of this Agreement as currently in effect.

Letters of Understanding

***** Any Letter of Understanding not listed below the parties have agreed to *****

The CEC agrees to renew the following:

Bill 124 – RENEW

Implementation of the New Job Evaluation System – RENEW

Direct Operating Grants From The Ministry of Community and Social Services – RENEW

Long Term Disability – RENEW

Layoff/Recall Process – Bumping – RENEW

Job Postings – Other Colleges – RENEW

Conflict Between Booklet and Original Signed Version – RENEW

Items that CEC will Withdraw

CEC withdraws the following non-monetary proposals:

5.6.2 Printing of Agreement

6.2.1 Split Shifts



13.4 Video Display Terminals

15.4.4.2 Position Outside Forty (40) Kilometres

15.4.3 Bumping Procedure

15.4.5 Displacement

18.4.2 Mediators/Arbitrators – *CEC proposes maintaining status quo*

(NEW) Letter of Understanding – Support Staff Benefits Plan Sustainability