



COLLEGE
EMPLOYER
COUNCIL

CONSEIL DES
EMPLOYEURS
DES COLLÈGES



Full-Time Support Staff Bargaining 2025

M07 – CEC’S Response to U14

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 31, 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 or within CEC's non-monetary M06 proposal is not accepted.***

CEC's Response to U14

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 hundred **and fifty** dollars (\$**450.00**) each two (2) years for persons eighteen (18) years of age and over and four hundred **and fifty** dollars (\$**450.00**) 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

September 1, 2025: 2.0% ATB

September 1, 2026: 2.0% ATB

September 1, 2027: 2.0% ATB

UP 20 - 8.1.7 Hearing Aids

CEC maintains its proposal from M05.

UP 27 – APPENDIX D – Temporary Employees

CEC maintains its proposal from M05 and the balance of Appendix D remains status quo.

UP 31 – 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 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.**

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 43 - 4.4 Harassment

4.4.1 Sexual Harassment

The Colleges and the Union are aware of the provisions of the Ontario Human Rights Code that provide that persons have the right to be free from ~~a~~ sexual solicitation or advance in the workplace where the person making the solicitation or advance knows or ought to know that it is unwelcome. Both parties subscribe to this principle, and to that end, acknowledge the following objectives:

- a complaint of this nature shall be promptly investigated and, where warranted, appropriate action taken;
- every effort shall be made and maintained by all parties to treat the complaint in a sensitive and confidential fashion, consistent with providing reasonable information to the complainant and the person against whom the complaint is made as to the nature of the allegation, the progress of the complaint, and its resolution or disposition;
- the complaint shall be made to as impartial a person as possible, being the President or their designate and who is not the person against whom the complaint is made.

It is agreed that the complainant may choose a Union representative to assist them in presenting the complaint.

At any point in the procedure the complaint may be referred to the Human Rights Commission.

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.***

(NEW) Letter of Understanding – Enhanced Severance Payments

CEC agrees to the Union’s counter-proposal in U14.

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

Whereas the employer cost of full-time support staff benefit premiums increased by approximately \$10.3 million between the 2024-2025 plan year and the 2025-2026 plan year;

And whereas the insurer recently provided a detailed analysis of plan experience by benefit, and the associated projected premium rate change for the 2026-2027 plan year, which indicates an even larger increase to benefits premiums for the 2026-2027 plan year for existing benefit coverage;

And whereas the parties have a responsibility to ensure the ongoing viability and sustainability of the various benefit plan coverage because benefit coverage is an important term and condition of employment for full-time support staff;

Therefore, the parties agree to create a provincial committee comprised of certain college and union representatives to consider approaches for ensuring the continued sustainability of benefit plan coverage, and reviewing benefit trends.

The composition and function of the provincial committee shall be agreed upon by the parties and no bargaining unit member shall suffer a loss of wages for time spent performing committee work.

