

## Summary – CEC Comprehensive Package Proposal (M11)

### Full-Time Support Staff Bargaining 2025

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): Enhanced timelines for employees who take a leave of absence to work for a contracted company.
- 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.)