

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**

August 26, 2025

U10 – Package Proposal - Response to ER August 25, 2025

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

August 26, 2025

UP 5 - 14.6.1

Employment Stability Committee

CEC Response:

All aspects of the article remain status quo except:

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

Union Response

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 22 - Appendix A

CEC Response of July 25, 2025

9. Benefits Entitlement Booklet

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

Union Response

Union alters its position

UP 22 - Appendix A

9. Benefits Entitlement Booklet

There shall be no changes to the Benefit Entitlement Booklet without approval of the JIC. ~~followed by division-wide communication.~~

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

UP 28

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.**

Union Response

Union can agree to this language as part of the package

UP 34 - 6.9

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.

Union Response

Union can agree to this language as part of the package

August 26, 2025

M01 - 5.6.1 Copy of Agreement

CEC is prepared to accept the Union's proposal in U9, which is:

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 OPSEU 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.

5.6.2 Printing of Agreement

CEC withdraws its proposal – Article Remains Status Quo

Union Response

Union can agree to this language as part of the package

August 26, 2025

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.

Union Response

Union can agree to this language as part of the package

All aspects of the article remain status quo except for the changes noted above.

Union withdraws the following proposals – Article Remains Status Quo

UP 38 - 15.4.6 - Familiarization Period

UP 15 – 17.1.1 - Consideration – Bargaining Unit Employees

UP 37 – Appendix F – Point 5 - Duties of the Committee