

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 24, 2025

U9 – Package Proposal

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 5 - 14.6.1

Employment Stability Committee

The parties will establish an Employment Stability Committee (ESC) of up to three (3) persons appointed by the Local Union and up to three (3) persons appointed by the College to undertake the responsibilities contained within Articles 14.6 and 15.3.

The parties agree that meetings ~~should~~ **shall** take place on a regular basis.

Members shall not suffer any loss of pay during regular working hours when required to leave their duties temporarily for the purpose of attendance at meetings. The Union acknowledges, however, that the employees have their regular duties to perform and will not absent themselves without first obtaining permission from their immediate supervisor, and reporting to their immediate supervisor upon returning to their regular duties. In keeping with this understanding, permission to attend meetings shall not be unreasonably withheld consistent with College operating requirements.

CEC Response of July 24, 2025

CEC makes the following counterproposal:

All aspects of article remain status quo except:

The parties agree that meetings ~~should~~ shall take place on a regular basis at times that are mutually convenient.

Union Response (Added last sentence)

All aspects of article remain status quo except:

The parties agree that meetings ~~should~~ shall take place on a regular basis at times that are mutually convenient. **Requests for meetings shall not be unreasonably denied.**

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UP 22 - Appendix A

CEC Response of July 24, 2025

This is not consistent with the agreement at JIC, as was captured in the Process for Booklet Updates of the Support Staff Joint Insurance Committee dated August 2024. In that process, there was no requirement for JIC approval. Rather, if OPSEU/SEFPO did not accept the changes, the OPSEU/SEFPO JIC co-chair could request a meeting with CEC and Sun Life to discuss the disputed language in an attempt to achieve consensus. Should consensus not be reached, OPSEU/SEFPO may choose to exercise its grievance rights under Art. 18.3.4 - Multi-College Issues.

Therefore, the CEC considers it to be a mischaracterization to claim it is a housekeeping amendment as stated by the Union.

CEC makes the following counterproposal:

Appendix A

9. Benefits Entitlement Booklet

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

Union Response

Union maintains 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.

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UP 28

Amended

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 or a new employee cannot attend the formal orientation, the Local Union Local will be granted a minimum of 15 minutes with each new employee in their first (1st) month of employment for Union Orientation.**

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UP 34 - 6.9

CEC Response of July 24, 2025

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. or in circumstances beyond the reasonable control of the College.

Union Response

UP 34 - 6.9

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, and 6.6. or in circumstances beyond the reasonable control of the College.

It is understood that the College may contact employees in exceptional circumstances beyond the reasonable control of the College. In these cases, the employee will be entitled to provisions of the collective agreement that apply.

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.~~

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. All employees shall have access to view and read the Collective Agreement from a College computer. Upon request of the employee, **OPSEU** shall provide a printed copy of the Collective Agreement.

Within **fourteen (14) days** after the signing of this Agreement, the College will post the Agreement on the College website.

Delete 5.6.2 and renumber subsequent articles

Union Response

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 Status Quo

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Parties agree to keep status quo on

15.4.6 - Familiarization Period

5.6.2 - Printing of the CA