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November 16, 2026

UNION PROPOSALS

FOR CREATION OF THE COLLECTIVE AGREEMENT

Between the

Ontario Public Service Employees Union (OPSEU)

For the College Academic Part-Time and Sessional Staff

(the “Union”)

And

The College Employer Council

The “Employer”

The following Union proposals are tabled without prejudice. Further the Union reserves the right to ADD, DELETE, AMEND or otherwise alter these proposals during the course of bargaining.

Article 10 UNION BUSINESS

10.01 A It is agreed that eight (8) employees per College per event shall be released from duty without the loss of pay, seniority, service credits, or benefits for sufficient time to engage in Grievance and Arbitration meetings, Provincial Union Committees, and/or Union conventions (which may include, but not limited to seminars or conferences). In the event that fewer than eight (8) employees are available, the College shall release that number of employees.

10.01 B In the case of Union representatives at meetings with College and/or CEC representatives, both at a provincial level and a local level, the College shall compensate the Union representatives at their regular rate of pay and corresponding service credits for their time in such meetings.

10.02 Regular pay, pension contributions, sick leave entitlements, group insurance benefits, and other fringe benefits of employees released from duty under Article 10.01 shall continue to be paid by the College. Such leave shall be with full accumulation of service credits as detailed in this Agreement. Employees on leave under Article 10.01 shall maintain all rights provided by the Agreement and shall be deemed to have completed satisfactorily the total duties they could otherwise have been assigned.

10.03 A The Colleges agree to provide paid leaves of absence for seven (7) employees who are members of the Union's negotiating team. Additionally, the Colleges agree to provide a paid leave of absence for the first Alternate of the Union’s negotiating team. The hours of the paid leave of absence shall be calculated using the average workload of the employee over the last three (3) semesters in which they were employed, or calculated based on the average workload of semesters worked if the employee has been employed for less than three (3) semesters. Employees shall be paid at their current rate of pay. These leaves shall begin one hundred eighty (180) days prior to the expiry of this Agreement until such date as a new Agreement is signed, not just for the specific times at which direct negotiations are being conducted.

10.03 B Regular pay, pension contributions, sick leave entitlements, group insurance benefits, and other fringe benefits of employees released from duty under Article 10.03 shall continue to be paid by the College. Such leave shall be with full accumulation of service credits as laid out in this Agreement. Employees on leave under Article 10.03 shall maintain all rights provided by the Agreement and shall be deemed to have completed satisfactorily the total duties they could otherwise have been assigned.

10.04 A The parties agree as to the desirability of a mutually acceptable basis for amendments to teaching or work assignments for the purpose of

assisting employees and the Union Local in the administration of this Agreement and the business directly pertinent thereto. The parties also agree that it is desirable that such basis be mutually resolved at the College level by the College and Union Local Committees in order to take into account variations of:

(i) the philosophical desirability of any teaching or work assignment amendments having regard to the Local structure of its members and their function; and

(ii) the distribution of employees at the various campuses concerned and the distances involved together with the other physical characteristics and organization of the College concerned.

10.04 B In recognition that resolution locally as referred to in Article 10.04 A may not be possible for a variety of reasons, the parties agree to the following basis for amendments to teaching or work assignments to facilitate assistance to employees and the Union Local in the administration of this Agreement and the business directly pertinent thereto:

(i) in each College, there shall be an allocation of up to forty (40) teaching contact hours (TCH) per week (as selected by the Union Local) to be designated as union release hours that would otherwise have been assigned. For these hours, the Union Local shall reimburse the College at 25% of the regular pay portion of the first twenty (20) TCH per week. The Union Local shall reimburse the College at 50% of the regular pay portion of the next twenty (20) TCH per week;

(ii) in each College there shall be a further allocation of up to fifty (50) TCH per week (as selected by the Union Local) to be designated as union release hours that would otherwise have been assigned. For these hours, the Union Local shall reimburse the College at 100% of the regular pay portion;

(iii) in the case of a Librarian or Counsellor, three (3) hours of work or assignment shall be deemed equivalent to one (1) TCH for the purposes of this Article only;

(iv) all union release hours allocated under Article 10.04 B shall take the form of either a reduction or an addition to an employee's teaching or work assignment, at the employee's discretion. An employee choosing to take union release hours in addition to their teaching or work assignment shall be compensated at their regular rate of pay. The Union Local shall notify the College of the employee's decision each semester;

(v) union release hours may be allocated for up to twelve (12) months subsequent to an employee's appointment date; and

(vi) seniority and service credits shall continue to accumulate on any union release time allocated in this Article.

10.05 The Union Local shall advise the College President each semester of any changes to teaching or work assignment hours resulting from Article 10.04.

10.06 Upon application in writing by the Union to the Human Resources Committee through the College concerned, a leave of absence shall be granted to five (5) employees elected or appointed to a position with the Union, subject to the availability of a suitable replacement or substitute for the employee concerned. Such leave of absence shall be for one (1) term of office of up to three (3) years unless extended for a specific period by mutual agreement of the parties. Such leave of absence shall be without pay, pension contributions, sick leave entitlements, group insurance benefits, and other fringe benefits, but shall be with full accumulation of service credits as laid out in this Agreement. Employees on leave under Article 10.06 shall maintain all other rights provided by the Agreement and shall be deemed to have completed satisfactorily the total duties they could otherwise have been assigned.

10.07 Permanent part-time employees released from duty under this Article shall have the twenty-four (24) month period described in Article XX, Staffing, extended by the duration of the release. Employees seeking to maintain their permanent part-time status will not be negatively impacted by their participation in union activities described in this Article.