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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 XX HOLIDAYS

XX.01 A An employee shall be entitled to the following holidays without loss of earnings or service credits when the holiday falls on a day on which the employee is scheduled to work.

Holidays include:

New Year's Day	Labour Day
Family Day	National Day of Truth and Reconciliation
Good Friday	Thanksgiving Day
Victoria Day	Remembrance Day
Canada Day	Christmas Day
Civic Holiday	Boxing Day

The employee shall also be entitled to any other holiday or College closures declared by the College and/or the federal or provincial government.

For the purposes of this Article, the holidays and additional contractual entitlements identified above shall be administered in accordance with this Article. Nothing in this Article shall reduce an employee's minimum entitlements under the *Employment Standards Act, 2000,* as amended. Where this Article provides a greater entitlement than the *Employment Standards Act, 2000*, the greater entitlement shall apply.

XX.01 B An employee whose appointment includes asynchronous work shall be deemed to have worked on any holiday(s) recognized under this Article if the holiday(s) fall within their appointment period. The employee shall be entitled to the holiday(s) without loss of earnings or service credits.

XX.01 C An employee on an active appointment who is not scheduled to work on the holiday shall receive public holiday pay or a substitute holiday, as applicable, in accordance with the *Employment Standards Act, 2000,* and any other entitlements provided under this Article.

XX.01 D An employee who works any portion of December shall be entitled to applicable holiday pay for the holiday period from December 25th to January 1st inclusive. This entitlement shall include public holiday pay required under the *Employment Standards Act, R.S.O., 2000,* together with any other entitlements provided under this Article.

XX.02 A All work appointments shall begin on a Sunday and end on a Saturday. The parties recognize the protections provided under this Article are contractual entitlements that may exceed the minimum requirements of the *Employment Standards Act, 2000*.

XX.02 B Where an employee's appointment is scheduled to begin in a week which includes a holiday recognized under this Article, the appointment start date shall be no later than the day immediately preceding the holiday.

When an employee's appointment is scheduled to end in a week which includes a holiday recognized under this Article, the appointment end date shall be no earlier than the day immediately following the holiday.

XX.03 Where the *Employment Standards Act, 2000,* prescribes requirements for scheduling, payment, or written notice in connection with a substitute public holiday, those requirements shall be observed. Nothing in this provision shall limit the employee's entitlement to public holiday pay or a substitute public holiday under the *Employment Standards Act, 2000,* or any greater entitlement provided under this Article.