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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 ACADEMIC FREEDOM

XX.01 Academic freedom is fundamental to the realization and preservation of the Colleges' commitment to academic excellence and the functioning of a democratic society. The purpose of this Article is to define the rights and obligations related to academic freedom.

XX.02 All members of the College community shall support and protect the fundamental principle of academic freedom.

XX.03 Every employee is able to exercise academic freedom. Academic freedom at the College includes the right to enquire about, investigate, pursue, teach, critique, publish, and speak freely about academic issues without censorship, fear of impairment to position, or other reprisal.

XX.04 The exercise of academic freedom is subject to the following responsibilities:

(i) employees shall be responsible for adhering to legal parameters (such as but not limited to *The Human Rights Code*, Criminal Code of Canada, civil liability, collective agreement obligations), Ministry Directives, requirements of accrediting bodies, and program and curriculum requirements;

(ii) the duty to use that freedom in a manner consistent with the scholarly obligations to base research and teaching on an honest search for knowledge. In exercising such freedom, employees have a responsibility to respect the academic freedom and rights of other members of the college community; and

(iii) the College affirms that employees shall be free to act, publish, and speak in their capacity as public citizens provided they indicate that they are acting as individuals and not as representatives of the College.