



Document U-9
September 28, 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 HEALTH AND SAFETY

The parties recognize and are committed to a safe work environment, the prevention of workplace injury and illness, and the promotion of the health and safety of all employees, as required under the *Occupational Health and Safety Act, R.S.O., 1990, c.01*.

All employees have a right to a safe workplace that is free from all forms of violence and harassment, as described in Article XX, No Discrimination/Bullying/Psychological Harassment. All employees have the right to refuse unsafe work as per the *Occupational Health and Safety Act, R.S.O., 1990*, including violent situations, without the fear of reprisal.

- XX.01 A** The Joint Health and Safety Committee (JHSC) shall have equal representation from employees covered by this collective agreement with all other parties, as appointed by the Union Local. All JHSC members shall retain their full rights and obligations on the Committee in between contracts if any offer of work with the College has been accepted by the employee.
- XX.01 B** All JHSC members will be provided with JHSC orientation training and materials. Compensation to JHSC members for training and any assigned JHSC duties shall be consistent with the *Occupational Health and Safety Act, R.S.O., 1990, c.01*, and paid by the College at their regular rate of pay.
- XX.01 C** The College shall cover the cost of any health and safety training, refresher training, and/or certification, including Certified Worker training.
- XX.02 A** The College shall take all reasonable precautions to ensure conditions of health and safety in the employees' environment in the College by conforming with the provisions of the *Occupational Health and Safety Act, R.S.O., 1990, c.01*, and regulations.
- XX.02 B** The College shall post the names, work location, and contact information of the JHSC members both on an accessible physical board at each building/worksites, as well as on the College's website in an accessible digital format.
- XX.02 C** Where the employee in the performance of their duties requires safety tools or equipment, including all personal protective equipment (PPE), the College shall provide such tools or equipment to the employee at no cost, or provide full reimbursement for such tools or equipment if no suitable tool or equipment is readily available. Disputes on tool or equipment eligibility shall be resolved by JHSC.

XX.02 D The College shall provide training to new employees and annual re-training to all employees on the prevention of workplace violence and harassment. Such training shall be developed, maintained, and delivered by the members of the JHSC. Employees may also be required to take additional training including but not limited to: Emergency First Aid and CPR, Workplace Hazardous Materials Information System (WHMIS), fire safety, lab/shop safety, manual lifting ergonomics, and PPE, depending on the employees' assigned duties. Participation in any mandatory training shall be paid at the rate of \$80.00 per hour, for the number of hours determined by the JHSC.

XX.03 The JHSC shall have, as part of its mandate, the jurisdiction to receive complaints regarding mental health and safety-related workload issues, the right to investigate such complaints, the right to define the problem, and the right to make recommendations to remedy the problem. The JHSC shall convene and discuss the complaint within fourteen (14) calendar days of receiving the complaint.

XX.04 Every six (6) months, the College shall provide to the Union Local, in electronic format, the following information since the last report. The data within the reports shall be inclusive of the entire college community, including all employee groups, contractors, community members, and students. All data pertaining to unionized members shall be broken down by bargaining unit and shall include:

- (i) the names of all active JHSC members, including their level of JHSC training completion, and specifically identifying Certified Workers;
- (ii) total number of incidents, injuries, and illnesses reported;
- (iii) total number of mental health complaints brought forward, the total number of such complaints resolved, and a summary of the reported concerns;
- (iv) total number of safety-related workload complaints brought forward, the total number of such complaints resolved, and a summary of the reported concerns;
- (v) total number of harassment complaints, broken down into sub-categories such as violence, psychological harassment, and sexual harassment;
- (vi) staffing and risk data: current staffing levels, vacancies, absences (long-term and short-term), overtime, class sizes, supervision ratios, and security calls;

- (vii) training and compliance data: which training modules were offered, and the names of participants who completed each training;
- (viii) hazard-specific report;
- (ix) summary of workplace inspections and findings;
- (x) summary of any Ministry, regulatory, or other external reports, orders, or plans; and
- (xi) any updates to College policies and/or procedures.

XX.05 All employees shall be covered under the *Workplace Safety and Insurance Act, 1997*.