



Document U-8
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 8 UNION/COLLEGE COMMITTEE (LOCAL)

8.01 The Union Local may appoint a Committee at each College composed of up to three (3) members employed in the bargaining unit within the last twelve (12) months. Where a College has another Campus more than thirty-two (32) km away from the College's main establishment, with at least twenty (20) employees covered by this Agreement employed thereat, the Union Local may appoint a Campus Committee of up to three (3) members employed in the bargaining unit within the last twelve (12) months.

8.02 A Committee of three (3) members appointed by the College or Campus officials will meet with the Union College or Campus Committee at a mutually agreed time and place provided that either party requests and gives at least seven (7) days prior notice accompanied by an agenda of matters proposed to be discussed. It is agreed that matters to be the subject of discussion at meetings include:

- (i) the local application of this Agreement;
- (ii) clarification of procedures or conditions causing misunderstandings or grievances;
- (iii) an internal complaint process to facilitate the resolution of employee complaints that may or may not fall within the provisions of Article XX, Workload, Article XX, Grievance and Arbitration Procedures, and/or Article XX, Expedited Arbitration Process;
- (iv) other matters which are mutually agreed upon; and/or
- (v) if requested by the Union Local, the College shall explain its rationale for its application of Article XX, Staffing, and/or Article XX, Job Security. In particular, it will consider any representations which the Union Local may make with respect to staffing ratios and assigning work on a permanent basis rather than on a contract basis.

8.03 Where it is considered mutually desirable, the Union Local and the College may set out in writing the resolution of a matter that could not have been anticipated at the time of the negotiation of this Agreement. Such Local Agreements concern the local application of this Agreement or clarification of procedures or conditions causing misunderstanding or grievances as referred to in 8.02. Such resolution shall be signed by the parties and shall apply for the specific terms agreed upon but, in any event, shall not continue beyond the term of this Agreement as currently in effect. The College shall forward

a copy of any such Local Agreements to the EERC within thirty (30) days of signing.

8.04

It is agreed that meetings under this Article shall not concern or entertain matters that are properly the subject of meetings as provided in Article XX, Duration of the Collective Agreement.