


Deadline for Submission
April June 30, 2024

Contact
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OSSTF/FEESO



3), tuition freezes, and policies relating to international students. At the university-level, relevant policies might include processes for allocating resources to support staff, hiring practices, and strategies for reducing labour costs (including gapping). A key aspect of this component would be understanding the impact of recent policy shifts on workload, health, and wellbeing.

3. A careful investigation of the current state of the impact of policy shifts on workload and the physical and mental health of university support staff. This should involve a mixed-methods approach involving both quantitative and qualitative elements. For example, established and recognized tools such as COPSQ II and III or similar should be utilized. We would also anticipate examination of employment trends data such as early retirements, absences from work, job postings, and related sources in order to describe the impacts policy shifts have had on workers in the sector.
4. A review of workload protection language in collective agreements relevant to the sector. While faculty association collective agreements typically include provisions related to workload, there is a distinct absence of such provisions in support staff agreements. A review of existing university support staff workload language and potential model language will be essential.

1. A general overview providing province-wide analysis. This report is intended to provide a comprehensive and reliable of the overall state of the sector. It should be capable of informing the general public, unions, policymakers, and administrators about key issues. It should provide a persuasive and compelling argument (based on evidence) that concrete steps need to be taken to address the issues identified.
2. An OSSTF/FEESO-specific report capturing the specific challenges faced by OSSTF/FEESO members. Because OSSTF/FEESO represents a relatively small portion of the university support staff sector, there is a danger that the province-wide analysis described above would obscure the specific challenges facing OSSTF/FEESO members. The research design should therefore include a strategy for gaining a sufficient sample of OSSTF/FEESO members to properly describe their workload challenges.

Both reports should attend to the differential impacts of funding and policy context on equity-seeking and First Nations, Métis, and Inuit workers.

A summary of the broad framework or approach

An overview of the research strategy or research design envisioned to complete the analysis described above.

Planned strategies for compiling the data necessary to complete both province-wide and OSSTF/FEESO-specific analyses.

Examples of relevant published research (completed by one or more members of the proponent's team).

A high-level timeline, including background research, data gathering, analysis, and completion of reports.

A summary of any notable terms and level of analysis.

Ability to incorporate analyses of differential impact depending on gender, race, disability and other identities, as well as on the intersection of those identities.

OSSTF/FEESO asks that cost estimates be included in proposals.

Issuance of this RFP does not commit OSSTF/FEESO to award a contract, to pay any costs incurred in the preparation of a response to this request, or to procure a contract for services. OSSTF/FEESO reserves the right to:

- not award the contract necessarily to the lowest bidder;
- to conduct negotiations with one or more bidders in the event negotiations with the first bidder are unsuccessful;
- to obtain clarification of proposals as part of the evaluation process;
- cancel and reissue the Request for Proposal; and
- extend any deadlines and amend the procurement process.

Selection is dependent upon the negotiation of a mutually acceptable contract with the successful firm.

All submissions must be received by June 30, 2024

Any questions about this RFP or the selection process, as well as all proposal responses should be addressed to:

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All proposals must be submitted in a digital format via email to chris.samuel@osstf.ca.