

MONDAY, MARCH 11TH @ 11:00AM

THIS IS A PACKAGE PROPOSAL FOR SETTLEMENT ONLY TO REACH A RENEWAL COLLECTIVE AGREEMENT WITHOUT A LABOUR DISPUTE

MEMORANDUM OF AGREEMENT

BETWEEN

THE GOVERNING COUNCIL OF THE UNIVERSITY OF TORONTO
(hereinafter referred to as "the University")

-and-

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 1230 (FULL-TIME & PART-TIME)
(hereinafter called "the Union")

MEMORANDUM OF AGREEMENT FOR A RENEWAL COLLECTIVE AGREEMENT

1. The members of the parties' respective negotiating committees hereby agree to unanimously recommend for ratification a renewal collective agreement on the terms and conditions set out herein.
2. The term of the renewal collective agreement shall be from July 1, 2023 to June 30, 2026.
3. All matters previously settled and agreed to by the parties prior to the date hereof and attached hereto.
4. The provisions of the collective agreement shall have no retroactive effect whatsoever prior to the date of ratification by both parties, save and except where retroactivity is expressly provided for.
5. All attached items numbered 1 to _____ are incorporated.

FOR THE UNIVERSITY

FOR THE UNION

DATED AT TORONTO THIS _____ DAY OF MARCH 2024

University of Toronto Economic Proposal – March 11, 2024 @ 11:00AM

1) Across-the-Board (ATB) increases and adjustments to Schedule I: Wages

July 1, 2023	5.7% ATB increase to be applied to June 30, 2023 base salary
July 1, 2024	2.0% ATB increase to be applied to June 30, 2024 base salary
July 1, 2025	1.8% ATB increase to be applied to June 30, 2025 base salary

- The July 1, 2023 increase will be retroactive only for those employees who are actively employed in the bargaining unit on the date of ratification.
- 2) Amend Article 19:08 Paid Personal Leave of Absence to include one (1) additional paid Personal Leave day (for a total of five (5) days, to be taken in full day or half day increments, as attached).
- 3) An application window shall be opened from April 30, 2024 to May 31, 2026, for retirements effective on or after June 30, 2024, but no later than June 30, 2026. Eligible employees making such application may select either the Early Retirement Bridge Benefit Outside of the Pension Plan or the Voluntary Retirement Incentive Program, subject to their eligibility. The University will determine the number of successful applicants first on the basis of “first come first served”, and then seniority, up to the maximum overall expenditure limit of \$100,000 total for both the Early Retirement Bridge Benefit Outside of the Pension Plan and the Voluntary Retirement Incentive Program.
- 4) Amend Letter of Intent: Educational Assistance to increase University of Toronto graduate programs in paragraph 1. (a) by two hundred dollars (\$200) to up to a maximum of three thousand two hundred dollars (\$3,200) per academic year, and non-degree credit work-related courses in paragraph 1. (e) by fifty dollars (\$50) to up to a maximum of eight hundred dollars (\$800) per course.
- 5) Amend Article 19:14 to add “Family Caregiver Leave”.

Benefits

Effective May 1, 2024:

- Increase the combined maximum for Massage, Physiotherapy, Chiropractic, Naturopath, Osteopath, Acupuncturist, Homeopath & Occupational Therapist from \$1,100 to \$1,300 per benefit year
- Remove the overall maximum for hearing care and provide separate maximums for hearing aids and cochlear implants as follows:
 - Increase the maximum for hearing aids from \$500 to \$800 per ear every 36 months
 - Reimburse cochlear implants subject to reasonable and customary charges as determined by the benefits carrier every 36 months
- Increase the maximum for prescription eyeglasses or contact lenses from \$600 to \$650 every 24 months
- Increase the combined maximum for Psychological, Master of Social Work or Psychotherapist from \$2,700 to \$2,900 in year 1, \$3,000 in year 2, \$3,100 in year 3
- Increase the dispensing fee for prescription drugs from up to \$6.50 to up to \$7.50
- Increase Dental Major Services from \$2,250 to \$2,350
- Include anesthesia for basic dental services for dependent children under the age of 21, in accordance with the terms of the benefit plan

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.

The University reserves the right to add, delete or modify its proposals at any time during collective bargaining negotiations. Any agenda items or proposals are without prejudice or precedent to the University's position on any issues regarding the interpretation of the Collective Agreement, including with respect to any current or future grievances.