

MONDAY, MARCH 11TH, 2024 @ 2:30PM

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 – STUDENT CASUAL
(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 @ 2:30PM

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 wage rate
July 1, 2024	2.0% ATB increase to be applied to June 30, 2024 wage rate
July 1, 2025	1.8% ATB increase to be applied to June 30, 2025 wage rate

The July 1, 2023 ATB increase will be applied retroactively only for those employees who are actively employed in the bargaining unit on the date of ratification.

2) Increase to Minimum Wage Rate

- Effective **date of ratification**, all wage rates listed in 'Schedule I: Wages' of the 2023-2026 Collective Agreement that are below \$18.00 per hour after the above-noted ATB increases have been applied shall be increased to **\$18.00** per hour.
- Effective **July 1, 2024**, all wage rates listed in 'Schedule I: Wage Rates – Casual' of the 2023-2026 Collective Agreement that are below \$19.00 per hour after the above-noted ATB increases have been applied shall be increased to **\$19.00** per hour.
- Effective **July 1, 2025**, all wage rates listed in 'Schedule I: Wage Rates – Casual' of the 2023-2026 Collective Agreement that are below \$20.00 per hour after the above-noted ATB increases have been applied shall be increased to **\$20.00** per hour.

- 3) Effective date of ratification, Student Library Assistants will be paid a lead premium of **\$2.00 per hour worked** for any shift or partial shift when assigned to perform lead duties (see attached).
- 4) Effective date of ratification add **two (2) additional paid sick shifts** (i.e., the applicable number of hours during their scheduled shift) per calendar year, for a total of four (4) paid sick shifts, as set out in Article XS: Sick Time (as attached).
- 5) Effective date of ratification, increase the amount of the safety shoe or boot allowance from \$175 to **\$200** annually in accordance with Schedule III: Safety Shoe or Boot Allowance.
- 6) Employees actively employed in the bargaining unit shall be entitled to participate in the University's Employee and Family Assistance Program (EFAP).

University of Toronto
March 11, 2024

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.

NEW ARTICLE: LEAD PREMIUM FOR STUDENT LIBRARY ASSISTANTS

SLAs will be paid a Lead Premium of two dollars (\$2) per hour worked during any shift or partial shift when assigned to perform lead duties that include but are not limited to:

- a) **Assigned as point of contact for other employees.**
- b) **Responsible for handling client inquiries that must be escalated in the absence of their supervisor or a staff member designated for that purpose.**

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.

ARTICLE XS: SICK TIME

XS:01 Sick time is defined as absence because of an employee's illness or injury, not incurred in the performance of regular duties, or absence because of quarantine through exposure to contagious disease, or because of an accident for which compensation under the *Workplace Safety and Insurance Act* is not payable.

XS:02 ~~Effective July 1, 2023~~ **A**n employee shall be entitled to paid sick time as set out below:

(a) The paid sick time entitlement shall be for **four (4) ~~one (1)~~ scheduled paid shifts between January 1st and June 30th inclusive, and one (1) scheduled shift between July 1st and December 31st inclusive**, in each year of the Collective Agreement. Unused paid sick time shall not be accrued or banked.

(b) The paid sick time will equal the wages that would have been payable for the scheduled shift, less deductions required by law.

XS:03 Any sick time other than the paid sick time set out in Article XS:02, above, shall be without pay.

XS:04 When an employee is unable to report to work due to sickness or injury, the supervisor must be notified promptly and informed as early as possible of the probable date when that employee is able to return to work.

XS:05 An employee may, with prior warning from their manager, be required to provide a doctor's certificate certifying that the employee is unable to carry out their normal duties due to illness.

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.

SCHEDULE III: SAFETY SHOE OR BOOT ALLOWANCE

Where the Employer requires safety shoes or boots to be worn as a condition of employment, upon proof of original receipt the Employer will pay to the employee a safety shoe or boot allowance up to ~~one hundred and seventy-five (\$175)~~ **two hundred (\$200)** dollars annually.

Safety shoes or boots must be Canadian Standards Association approved, and be in serviceable condition as determined by the employee's Supervisor.

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.