

**NOVEMBER 17, 2020 UNIVERSITY WITHOUT PREJUDICE FOR SETTLEMENT ONLY PROPOSAL WITHDRAWN IF NOT ACCEPTED ON NOVEMBER 27, 2020**

**IN THE MATTER OF NEGOTIATIONS FOR A RENEWAL COLLECTIVE AGREEMENT FOR THE “FULL-TIME AND PART-TIME” BARGAINING UNIT FOR THE PERIOD JULY 1, 2020 TO JUNE 30, 2021**

**BETWEEN:**

**THE GOVERNING COUNCIL OF THE UNIVERSITY OF TORONTO**

**(THE “UNIVERSITY”)**

**-AND-**

**THE CANADIAN UNION OF PUBLIC EMPLOYEES AND ITS LOCAL 1230 Full-Time & Part-Time**

**(THE “UNION”)**

**MEMORANDUM OF SETTLEMENT 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, 2020 to June 30, 2021.
3. The parties agree that the term of the collective agreement shall be fully retroactive to July 1, 2020 such that the collective agreement shall be operative for a term of one year from July 1, 2020 to June 30, 2021.
4. The renewal collective agreement shall be identical to the predecessor July 1, 2017 to June 30, 2020 collective agreement (a copy of which is attached hereto as Appendix “A”) except as set out herein.
  - (a) On the Cover Page revise the Term of Agreement to read “July 1, 2020 to June 30, 2021”
  - (b) Revise the top of page 1 to read “COLLECTIVE AGREEMENT ENTERED INTO at the City of Toronto, in the Province of Ontario, as of [date of ratification].”

(c) Revise Article 39:01 to read: "This Agreement shall continue in force and effect until June 30, 2021 and thereafter shall automatically renew itself for periods of (1) year each..."

(d) Revise Article 39:04 for the term of the renewal collective agreement to read: "The parties agree to finalize the renewal Collective Agreement within thirty (30) days of the date of its ratification."

(e) Revise the signature page to read at the top of the page: "IN WITNESS WHEREOF each of the parties hereto has caused this Agreement to be signed by its duly authorized representatives in the City of Toronto on [date of ratification]."

(f) Revise Schedule I: Wages as follows:

- Delete the July 1, 2016, July 1, 2017, July 1, 2018 and July 1, 2019 salary grids
- Add a new July 1, 2020 salary grid in the form attached hereto as Appendix "B"

(g) Revise iii) in the "Voluntary Retirement Incentive Program" to state "Commencing (date of ratification) and ending January 15, 2021 the University will accept applications from eligible employees for retirement on or after February 28, 2021, but not later than March 31, 2021."

(h) Revise the dates in "Early Retirement Bridge Benefit Outside of the Pension Plan – CUPE 1230" to:

"Available to actively employed members who are eligible to retire with an Unreduced Early Retirement Pension under the 60/80 provision of the Pension Plan as of May 31, 2021, and who apply and are accepted as part of the CAPPED BRIDGE BENEFIT POOL for CUPE 1230 early retirements effective on May 31, 2021."

[...]

"Applications will be accepted on a first come first accepted basis between March 1, 2021 and March 31, 2021."

"Applications will no longer be accepted upon expenditure of the CAPPED BRIDGE BENEFIT POOL, or March 31, 2021, whichever occurs first. Once accepted in writing under the CAPPED BRIDGE BENEFIT POOL, the application for early retirement is irrevocable."

"A Member who is part of the POOL must elect, prior to May 31, 2021 to take the Bridge Benefit in the form of:"

[...]

- (i) Revise the date on all Letters of Agreement, Letters of Understanding, and Letters of Intent and Unpublished Letters of Intent from "December 07, 2017" to [date of ratification] and address to "Preethy Sivakumar."
- (j) Renew Letter of Intent: Job-Related Training and Development Fund, and revise "2017-2020 renewal collective agreement" to read "2020-2021 renewal collective agreement" and revise "2017-2020 collective agreement" to read "2020-2021 collective agreement."
- (k) Renew Unpublished Letter of Intent: Library Assistants.
- (l) Renew Unpublished Letter of Intent: Grand Parenting.
- (m) Revise the pagination of the Index as necessary.







5. All other proposals are withdrawn.

6. This Memorandum of Settlement for a Renewal Collective Agreement may be signed in any number of counterparts and all counterparts, including email PDF or facsimile or electronic signatures, shall be construed together and shall form a single fully executed Memorandum of Settlement.

**FOR THE UNIVERSITY**

  
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**FOR THE UNION**

  
  
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**DATED AT TORONTO THIS** 23rd **DAY OF NOVEMBER 2020**