

**NOVEMBER 18, 2020 UNIVERSITY WITHOUT PREJUDICE FOR SETTLEMENT  
ONLY PROPOSAL WITHDRAWN IF NOT ACCEPTED ON NOVEMBER 24, 2020**

**IN THE MATTER OF NEGOTIATIONS FOR A RENEWAL COLLECTIVE  
AGREEMENT FOR THE OPSEU 519 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 ONTARIO PUBLIC SERVICE EMPLOYEES UNION, LOCAL 519  
(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 32.01 to read: "This Agreement shall continue in force and effect until June 30, 2021, and thereafter shall automatically renew itself for periods of one year unless either party notifies the other in writing within the period of ninety (90) days prior to any expiry date that it desires to amend or terminate this agreement."

(d) 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]"

(e) Revise Schedule I: Wages as follows:

- Delete the 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"

(f) Include the following:

i) In the event that the University at its sole discretion declares Presidential Holiday(s) for the period of July 1, 2020 to June 30, 2021 then \$264 in lieu of each Presidential Holiday in that pay period.

ii) In the first full pay period following December 1, 2020, \$396 in lieu of Civic Holiday, the Day before Christmas and the Day before New Year's Day of 2020 (1<sup>st</sup> of 2 installments).

iii) In the first full pay period following December 1, 2020, \$475 in lieu of shift premiums for the period July 1, 2020 to December 31, 2020.

iv) In the first full pay period following June 1, 2021, \$396 in lieu of the Civic Holiday, the Day before Christmas and the Day before New Year's Day of 2020 (2<sup>nd</sup> of 2 installments).

v) In the first full pay period following June 1, 2021, \$475 in lieu of shift premiums for the period January 1, 2021 to June 30, 2021.

vi) The University will make lump sum payments under items i to iv to all active employees who are actively employed on the effective dates of each payment.

vii) The lump sum payments under items i to v shall be paid pro-rated for part-time employees.

(g) Change the date on all Letters of Agreement, Letters of Understanding, and Letters of Intent from "July 25, 2018" to [date of ratification]."

(h) Do not renew Letter of Intent: Vacation Scheduling, as the obligation has been met.

(i) Do not renew the two unpublished Letters of Agreement dated March 26, 2018 and July 20, 2018 respectively as they have been spent and no longer form part of the collective agreement.

(j) 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.

<b>FOR THE UNIVERSITY</b>	<b>FOR THE UNION</b>
 _____	 _____
 _____	 _____
 _____	 _____
 _____	 _____
<b>DATED AT TORONTO THIS <u>23</u> DAY OF November 2020</b>	