

May 7, 2021 UNIVERSITY WITHOUT PREJUDICE FOR SETTLEMENT ONLY
PROPOSAL WITHDRAWN IF NOT ACCEPTED ON **May 14, 2021**.

**IN THE MATTER OF NEGOTIATIONS FOR A RENEWAL COLLECTIVE
AGREEMENT FOR THE CUPE 2484 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 2484
(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 31: Copies of Agreement for the term of the collective agreement only to read as follows:

- Article 31:01 "The Union and the Employer desire every employee to be familiar with the provisions of this Agreement and their rights and obligations under it. For this reason, the Collective Agreement will be posted on the University's Human Resources and Equity website within thirty (30) days of ratification and the link to said website will be provided to all employees in the bargaining unit."

(d) Revise Article 32:01 to read: "This Agreement shall be binding and remain in effect from July 1, 2020 to June 30, 2021, and shall continue from year to year thereafter unless either party gives to the other party, notice in writing by April 1, 2021 or in any year thereafter that it desires its termination or amendment. Within fifteen (15) working days of receipt of such notice by one party, the other party is required to enter into negotiations for a new Agreement."

(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, 2017, July 1, 2018 and July 1, 2019 salary grids.

- Add a new wage schedule dated July 1, 2020 in the form attached hereto as Appendix "B"

(g) Revise the date on all Letters of Agreement and Letters of Intent from "December 7, 2017" to [date of ratification] and address to "Aidan Macdonald, CUPE National Representative."

(h) 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

[Signature]

Matthews

Hana Saleem

M. R. Linder

Kelly Hannah Moffet

FOR THE UNION

Tomao

[Signature]

[Signature]

DATED AT TORONTO THIS 10 DAY OF MAY 2021