

**JUNE 14, 2021 UNIVERSITY WITHOUT PREJUDICE FOR SETTLEMENT ONLY
PROPOSAL WITHDRAWN IF NOT ACCEPTED ON JUNE 22, 2021**

**IN THE MATTER OF NEGOTIATIONS FOR A RENEWAL COLLECTIVE
AGREEMENT FOR THE CUPE 3261 - 89 CHESTNUT BARGAINING UNIT FOR
THE PERIOD JANUARY 1, 2021 TO DECEMBER 31, 2021**

BETWEEN:

THE GOVERNING COUNCIL OF THE UNIVERSITY OF TORONTO

(THE "UNIVERSITY")

-AND-

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 3261- 89 CHESTNUT

(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 January 1, 2021 to December 31, 2021.
3. The parties agree that the term of the collective agreement shall be fully retroactive to January 1, 2021 such that the term of the collective agreement shall be operative for a term of one year from January 1, 2021 to December 31, 2021.
4. The renewal collective agreement shall be identical to the predecessor April 18, 2018 to December 31, 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 "January 1, 2021 to December 31, 2021."
 - (b) Revise the Table of Contents pagination as necessary.

- (c) 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].”
- (d) Revise Article 40: Printing of the Agreement for the term of the collective agreement only to read as follows:
 - Article 40:01 “The Collective Agreement will be posted on the University’s Human Resources and Equity website and the link to said website will be provided to all employees in the bargaining unit.”
 - Article 40:02 “The parties agree to finalize the renewal Collective Agreement within thirty (30) days of the date of its ratification.”
- (e) Revise the Article 41:01 to read: “This Agreement shall continue in effect until December 31, 2021 and shall continue....”
- (f) 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].”
- (g) Revise Schedule A: Holidays – delete all the stated holidays and add stated holidays for period January 2021 to December 2021 as set out below:

January 2021 to December 2021

Friday, January 1, 2021	New Year’s Day, Statutory Holiday
Wednesday, December 22, 2021	Day of Closure
Thursday, December 23, 2021	Day in Lieu of Christmas Day
Friday, December 24, 2021	Day before Christmas Day
Monday, December 27, 2021	Day in Lieu of Boxing Day
Tuesday, December 28, 2021	Day of Closure
Wednesday, December 29, 2021	Day of Closure
Thursday, December 30, 2021	Day in Lieu of New Year’s Day
Friday, December 31, 2021	Day before New Year’s Day

- (h) Revise Schedule B: Wages as follows:
 - Delete the Wages Schedule for March 26, 2018, April 1, 2019, July 1, 2019, and April 1, 2020.
 - Add a new Wages Schedule dated January 1, 2021 in the form attached hereto as Appendix “B”, which is identical to the Wages Schedule applicable and in effect as of April 1, 2020.


(i) Change the date on all Letter of Agreement, Letters of Understanding, and Letters of Intent from April 18, 2018” to [date of ratification] and address to “Ms. Preethy Sivakumar.”


(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.

FOR THE UNIVERSITY

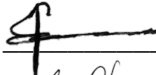





Hana Saleem

M. Bouda

FOR THE UNION




Eddal Malcolm

Chris Dimpala

AF

Preethy Sivakumar

June 21, 2021

DATED AT TORONTO THIS 21 DAY OF JUNE 2021
