

**JULY 29, 2020 UNIVERSITY WITHOUT PREJUDICE FOR SETTLEMENT ONLY
PROPOSAL WITHDRAWN IF NOT ACCEPTED ON JULY 31, 2020**

**IN THE MATTER OF NEGOTIATIONS FOR A RENEWAL COLLECTIVE
AGREEMENT FOR THE “STAFF APPOINTED” 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 UNITED STEELWORKERS AND ITS LOCAL 1998

(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 25:02 for the term of the renewal collective agreement only to read: “The parties agree to finalize the renewal Collective Agreement within thirty (30) days of the date of its ratification. Printing and distribution of this Agreement will be the University’s responsibility. In the interest of environmental

conservation, the Collective Agreement will be posted on the University's Human Resources and Equity website and the USW Local 1998 website and the link to said website will be provided to all employees in the bargaining unit."

(d) Revise Article 35:01 to read: "This Agreement shall be effective from July 1, 2020 and shall continue in effect up to and including the 30th day of June, 2021,..."

(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] and revise the USW Staff Representative to read "Mary Lou Scott".

(f) Revise Schedule A: Salary as follows:

- At the top of the Schedule delete the lines beginning Effective July 1, 2017; Effective July 1, 2018; and Effective July 1, 2019 respectively.

- 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"

(g) Schedule J: Holidays delete all of the stated holidays and add stated holidays for the period December 2020 to January 2021 as set out below:

December 2020 to January 2021

Wednesday, December 23, 2020	Day of Closure
Thursday, December 24, 2020	Day before Christmas Day
Friday, December 25, 2020	Christmas Day, Statutory Holiday
Monday, December 28, 2020	Day in Lieu of Boxing Day
Tuesday, December 29, 2020	Day of Closure
Wednesday, December 30, 2020	Day of Closure
Thursday, December 31, 2020	Day before New Year's Day
Friday, January 1, 2021	New Year's Day, Statutory Holiday

(h) Revise the "Early Retirement Bridge Benefit Outside of the Pension Plan" to state "Effective for retirements on or after December 31, 2020 up to and including April 30, 2021"

(i) Change the date on all Letters of Agreement, Letters of Understanding, and Letters of Intent from "September 11, 2017" to [date of ratification] and address to "Mary Lou Scott, Staff Representative"


(j) Revise Appendix X – School of Continuing Studies English Language Program Collective Agreement for a Term of Agreement “July 1, 2020 to June 30, 2021” and “COLLECTIVE AGREEMENT ENTERED INTO at the City of Toronto, in the Province of Ontario, as of [date of ratification] and the date of all Letters of Understanding and Letters of Intent from “September 11, 2017” to [date of ratification] and address to “Mary Lou Scott, Staff Representative”


(k) 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

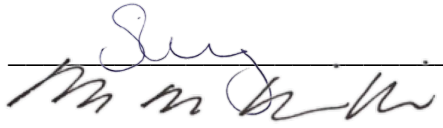


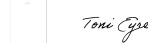



FOR THE UNION


























DATED AT TORONTO THIS _____ 29 _____ DAY OF JULY 2020