IN THE MATTER OF NEGOTIATIONS FOR A RENEWAL COLLECTIVE AGREEMENT FOR THE
UNIFOR, LOCAL 2003 BARGAINING UNIT FOR THE PERIOD
MAY 1, 2021 to APRIL 30, 2022

BETWEEN:

THE GOVERNING COUNCIL OF THE UNIVERSITY OF TORONTO

(THE "UNIVERSITY")

-AND-

UNIFOR CANADA AND ITS LOCAL, 2003

(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 May 1, 2021 to April 30, 2022.

3. The renewal collective agreement shall be identical to the predecessor May 1, 2018 to April 30, 2021 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 “May 1, 2021 to April 30, 2022”.

   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 31.01 for the term of the renewal collective agreement to read: “This Agreement shall continue in force and effect until April 30, 2022 ...”

   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 representative in the City of Toronto on [date of ratification].”

   e) Revise Schedule I: Wages as follows:
      - Delete the wage schedules for May 1, 2018, May 1, 2019, July 1, 2019 and May 1, 2020.
      - Add a new wage schedule dated May 1, 2021 in the form attached hereto as Appendix “B”, with 1% Across-the-Board (ATB) increase applied to April 30, 2021 base salary.
f) Revise 'Retiring Allowance outside of the pension plan' as follows:

- The University will provide a Retiring Allowance outside of the University Pension Plan Ontario (the 'UPP') equivalent to two (2) months of base wages to each of up to three (3) employees, who are eligible for an unreduced pension in accordance with the provisions of the UPP, on the following basis:

  i) During a one (1) month window from June 1, 2021 to June 30, 2021, the University will accept applications from eligible employees for retirement on or after August 31, 2021, but no later than December 31, 2021.

  ii) If there are more than three (3) applications received during this period, the three (3) employees with the most seniority will be approved for the Retiring Allowance and their retirement date shall be irrevocable. Any employees not approved for the Retiring Allowance will have the option to rescind their application for retirement.

  iii) Retirement dates for all those approved for the retiring allowance shall be subject to management approval based on operational requirements.

  iv) The total number of approved Retiring Allowances shall not exceed three (3).

For clarity, eligible employees are those who, upon their elected retirement date, are eligible for an unreduced pension under one of the following provisions of the UPP:
- Early Unreduced Retirement Date; OR
- Normal Retirement Date; OR,
- Postponed Retirement Date.

g) Change the date on all Letters of Intent and Letters of Agreement from April 25, 2018 to [date of ratification] and address to Nena Bogdanovich, National Representative.

h) In Letter of Intent: Lead Hand Rate at St. George Central Steam Plant, change the dates to read 2021-2022 Collective Agreement.

i) In Letter of Intent: Central Health & Safety Committee, revise the language to read “During the 2018-2020 round of collective bargaining...”

j) In Letter of Intent: Overtime Opportunities – St. George Campus, revise the language to read “During the 2018-2020 round of collective bargaining...”

k) Revise the pagination of the index as necessary.

4. All other proposals are withdrawn

5. 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 of 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 14th DAY of APRIL 2021