

LETTER OF UNDERSTANDING
CARPENTRY CONSTRUCTION WORK

July 23, 2018

Mr. Alex Brat
Executive Director, Labour Relations
University of Toronto

Dear Mr. Brat,

Further to our recent discussions, notwithstanding, and without prejudice to, any other obligations the Governing Council of the University of Toronto ("UofT") may have to the Carpenters' with respect to the subcontracting of flooring that would fall within the jurisdiction of the Carpenters, it is agreed that on *smaller projects*, where the square footage of the floor space covered by the contract does not exceed Fifteen Thousand (15,000) square feet, UofT may directly contract that work to a specialty flooring contractor to perform such work directly which is not bound to the Provincial Collective Agreement between the Carpenters' Employer Bargaining Agency and the Carpenters' District Council of Ontario (CDC), United Brotherhood of Carpenters and Joiners of America, as amended (the "Carpenters' Provincial Agreement").

This letter of understanding shall remain in effect until December 31, 2022, and shall continue to apply to any contractual commitments entered into in accordance with its terms on or before December 31, 2022. On or before December 31, 2022, the parties will meet to discuss the renewal or modification of this letter of understanding. If the parties do not agree to the renewal of this letter of understanding it ends.

Yours truly,

Paul Daly
Vice President Carpenters Union, Local 27

For the University:




Alex Brat

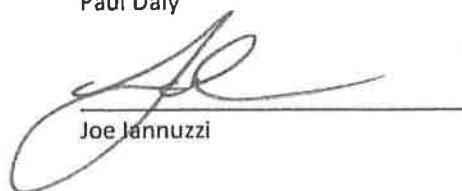


Tory Mathers

For the Union:



Paul Daly



Joe Iannuzzi