

**JULY 27, 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PROPOSAL WITHDRAWN IF NOT ACCEPTED ON JULY 31, 2020**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 CUPE 3261 FULL-TIME & PART-TIME 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 3261 (FULL-
TIME AND PART-TIME)**

(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 term of 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 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 38: Wages to read "...which rates shall be payable from July 1, 2020 for the term of this Agreement."

(e) Revise Article 45: Printing of the Agreement for the term of the collective agreement only to read as follows:

- Article 45:01 "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 45:02 "The parties agree to finalize the renewal Collective Agreement within thirty (30) days of the date of its ratification."

(f) Revise the Article 46:01 to read: "This Agreement shall continue in effect until June 30, 2021 and shall continue...."

(g) 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]"

(h) Revise Schedule I: Wages and Hours of Work as follows:

- Delete the Wages and Hours of Work Schedule for July 1, 2017, July 1, 2018, and July 1, 2019

- Add a new Wages and Hours of Work Schedule dated July 1, 2020 in the form attached hereto as Appendix "B", which is identical to the Wages and Hours of Work Schedule applicable and in effect as of July 1, 2019

- Add a new Wages and Hours of Work Schedule "CUPE 3261: Temp" dated July 1, 2020 in the form attached hereto as Appendix "C", which is identical to the Wages and Hours of Work Schedule "CUPE 3261: Temp" applicable and in effect as of July 1, 2019

(i) Revise Schedule 1-A: Part-Time Wages and Hours of Work as follows:

- Delete the Part-Time Wages and Hours of Work Schedule for July 1, 2017 – July 1, 2019

- Add a new Part-Time Wages and Hours of Work Schedule dated July 1, 2020 in the form attached hereto as Appendix "D", which is identical to the Part-Time Wages and Hours of Work Schedule applicable and in effect as of July 1, 2019

(j) 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”


(k) Change the date on all Letters of Agreement, Letters of Understanding, and Letters of Intent from September 21, 2017” to [date of ratification] and address to “Ms. Preethy Sivakumar”


(l) Revise the pagination of the Index as necessary.

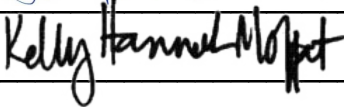
5. All other proposals are withdrawn.

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.

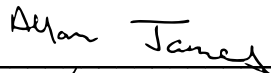
FOR THE UNIVERSITY

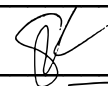





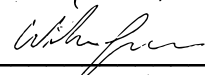



FOR THE UNION
















Preethy Sivakumar

DATED AT TORONTO THIS 31 DAY OF JULY 2020