

OCTOBER 28, 2020

OCTOBER 28, 2020 UNIVERSITY WITHOUT PREJUDICE FOR SETTLEMENT ONLY

**IN THE MATTER OF NEGOTIATIONS FOR A RENEWAL COLLECTIVE
AGREEMENT FOR THE PERIOD JULY 1, 2020 TO JUNE 30, 2021**

**BETWEEN:
THE BOARD OF REGENTS OF VICTORIA UNIVERSITY (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 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 **Article 29:01** to read: “This Agreement shall become effective on July 1, 2020 and shall continue in effect up to and including the 30th day of June 2021 and shall...”.
 - (c) Revise the signature page changing the date, the names and signatures.
 - (d) Following the heading **Schedule A – Wages and Job Classifications Salaried Staff delete** all of the % across the board wage increases retroactive to July 1, 2017 to January 1, 2020 lines.
 - (e) Following the heading **Wage Grid for Salaried Staff delete** the wage grids for 1-Jul-17; 1-Jul-18; 1-Jul-19; and **retitle** the wage grid for “1-Jan-20” to “1-Jul-20”.
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 - (f) Following the heading **Hourly Paid Staff Wage Grid delete** the % across the board wage increases retroactive to July 1, 2017 to January 1, 2020 lines.

- (g) Following the Heading **Hourly Paid Staff Wage Grid** remove the wage grids for 1-Jul-17; 1-Jul-18; 1-Jul-19; and **retitle** the wage grid for “1-Jan-20” to “1-Jul-20” and delete “1% ATB” directly below “1-Jan-20”.
- (h) In **Schedule D – Casuals** under the heading Wages **delete** “November 1, 2017 \$13.89” and “January 1, 2018 \$14/hour” and **revise** “January 1, 2019 \$15/hour” to “July 1, 2020 \$15/hour”.
- (i) Include in the July 1, 2020 wage chart for hourly-paid staff any new hourly-paid job classifications that have been created since June 30, 2017
- (j) In **Appendix B – Holidays** delete the July 1, 2017 to June 30, 2018 and July 1, 2018 to June 30, 2019 and July 1, 2019 to June 30, 2020 dates and add a new July 1, 2020 to June 30, 2021” list of dates as follows:

July 1, 2020 to June 30, 2021

Holiday:	Date(s):
Canada Day	Wednesday, July 1, 2020
Civic Holiday	Monday, August 3, 2020
Labour Day	Monday, September 7, 2020
Thanksgiving Day	Monday, October 12, 2020
Christmas / New Year	Wednesday, December 23, 2020 to Friday January 1, 2021 inclusive
Family Day	Monday, February 15, 2021
Good Friday	Friday, April 2, 2021
Presidential Day	Friday, May 21, 2021
Victoria Day	Monday, May 24, 2021

- (k) Update and renew all Letters of Intent and incorporate the following changes:
- **Letter of Intent – Pension Bridging Benefit:** change July 1, 2017 to July 1, 2020 and change June 30, 2020 to June 30, 2021
 - **Letter of Intent Food Service and Physical Plant Services:** in the last sentence, change June 29, 2020 to June 29, 2021
 - **Letter of Intent – Impact of Employment Insurance Legislative Changes:** change the first sentence of the second paragraph (on p. 110) to, “Under

the terms of the collective agreement in effect up to the 2017 round of negotiations, the University compensated...”

(l) Revise the pagination of the Table of Contents and the Index as necessary.

5. All other proposals are withdrawn.

6. This Memorandum of Settlement for a Renewal Collective Agreement may be signed by 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.

DATED AT TORONTO THIS ___28th___ DAY OF ___October_____, 2020

FOR THE UNIVERSITY

FOR THE UNION


















