

MEMORANDUM OF AGREEMENT

**VICTORIA UNIVERSITY IN THE UNIVERSITY OF TORONTO
(the "University")**

and

THE UNITED STEELWORKERS, LOCAL 1998 (the "Union")

Re: 1% Increase

WHEREAS the University wishes to provide a 1% across-the-board (ATB) wage increase retroactive to July 1, 2020 to active employees in the bargaining unit actively employed on May 1, 2021;

AND WHEREAS the Union requested that the University provide the equivalent of the 1% ATB increase to those employees who retired between July 1, 2020 and April 30, 2021;

AND WHEREAS the University and the Union are desirous of fully and finally resolving any issues that were raised or could have been raised in this regard;

WITHOUT PREJUDICE OR PRECEDENT, the University and the Union agree as follows:

1. The University shall increase the wages of all active employees in the bargaining unit who are actively employed on May 1, 2021 by 1% in accordance with the attached salary schedule, which shall be updated effective May 1, 2021. Furthermore, this 1% wage increase shall be retroactive to July 1, 2020 for all active employees in the bargaining unit who are actively employed on May 1, 2021.
2. The University shall make a one-time-only lump sum payment, less deductions required by law, in an amount equivalent to the difference between total wages already paid and an additional 1% on those total wages already paid for the period July 1, 2020 through to the date of retirement to each bargaining unit employee who retired during the period July 1, 2020 to April 30, 2021 inclusive. For clarity, this amount shall not be pensionable and shall not result in any adjustment(s) to the pension plan and/or benefit in respect of such retirees.
3. The University shall make a one-time-only lump sum payment, less deductions required by law, in an amount equivalent to the difference between the total child care benefit already paid for calendar year 2020 and an additional 1% on that total child care benefit already paid for calendar year 2020 to each bargaining unit employee who applied for and received the child care benefit for calendar year 2020.
4. The Union agrees that it will not file or entertain a grievance as a result of this Agreement.
5. Nothing in this Memorandum of Agreement is, nor shall it be construed as, any admission by the University of any breach of the Collective Agreement.
6. The parties agree that this Agreement is made without prejudice or precedent to the rights of the University or the Union in any other matter and shall not be referred to or relied on in any other matter for any purpose whatsoever.
7. By the signature of authorized representatives hereunder the University and the Union confirm their agreement to the terms of Agreement set out herein.
8. This Memorandum of Agreement may be executed in any number of counterparts with the same effect as if all parties had signed the same document. All counterparts shall constitute one and the same agreement. This agreement may be executed by original signatures transmitted by facsimile, emailed PDF, JPG, or similar format, or by an email in which the text confirms that the party accepts and intends to be bound by the terms of the Memorandum and the Memorandum is attached to the email.

Date: April 29, 2021

For the University:



Signature



Signature

For the Union:



Signature



Signature

Pay Bands	Job Class	Hiring Rate Probationary Rate (1 to 60 working days)	Step 1 Confirmed Rate (after 60 active working days for full time or after 480 hours worked for part- time employees)	Step 2 After 1 year for of full- time employment, or equivalent hours for part- time employees (2080 hours including vacation & authorized leaves)
1	Dishwasher/Porter Mailroom Clerk	\$17.72	\$19.14	\$21.43
2	Food Service Production Housekeeper Cashier Cleaner-Food Services Cook Apprentice	\$18.96	\$20.49	\$22.95
3	Printer Groundskeeper	\$19.91	\$21.51	\$24.09
4	Cook/Baker Reception/Residence Front Desk Day/Evening	\$21.11	\$22.80	\$25.52
5	Maintenance Helper Building Services Technician Reception/Residence Front Desk Overnight	\$22.36	\$24.15	\$27.06
6	Handyperson Lead Hand Food Service Nightwatch AV Support- Mailroom Lead Hand Housekeeper	\$23.72	\$25.61	\$28.68
7	Building Operator	\$25.13	\$27.13	\$30.40
8	Lead Hand Nightwatch Lead Hand Residence Front Desk	\$26.64	\$28.77	\$32.23
9	Lead Hand Groundskeeper First Cook Locksmith	\$28.24	\$30.51	\$34.16
10	Sous Chef	\$29.94	\$32.32	\$36.22
11	Tradesperson (Electrician/HVAC/Plumber/Carpenter)	\$31.74	\$34.27	\$38.38
12	Lead Hand Tradesperson	\$33.64	\$36.33	\$40.68
13		\$35.64	\$38.50	\$43.12
14		\$37.77	\$40.81	\$45.70
15		\$40.05	\$43.26	\$48.45

16		\$42.46	\$45.87	\$51.36
17		\$45.01	\$48.61	\$54.44
18		\$47.71	\$51.53	\$57.72
19		\$50.57	\$54.62	\$61.18
20		\$53.60	\$57.89	\$64.84

USW Salaried Grid

1-Jul-20	0	1	2	3	4	5	6	7	8
1	34638	36024	37464	38964	40131	41337	42576	43428	44296
2	36780	38252	39781	41373	42614	43892	45209	46114	47036
3	39054	40618	42241	43932	45250	46607	48006	48965	49946
4	41469	43129	44854	46649	48049	49489	50974	51992	53033
5	44034	45796	47626	49533	51018	52549	54127	55208	56313
6	46759	48629	50573	52595	54175	55800	57472	58623	59794
7	49647	51636	53701	55846	57522	59250	61025	62246	63492
8	52718	54827	57019	59302	61079	62913	64800	66097	67419
9	55978	58217	60546	62968	64858	66802	68804	70183	71585
10	59441	61818	64290	66863	68867	70934	73063	74523	76014
11	63115	65640	68264	70995	73126	75319	77580	79132	80714
12	67019	69700	72488	75386	77650	79978	82378	84024	85706
13	71162	74010	76970	80047	82449	84925	87471	89222	91004
14	75563	78585	81728	84997	87548	90174	92879	94737	96631
15	80235	83444	86783	90254	92961	95749	98624	100595	102607
16	85196	88603	92149	95835	98708	101672	104722	106815	108952
17	90466	94083	97847	101761	104813	107958	111197	113422	115689
18	96060	99902	103897	108054	111296	114633	118073	120434	122843
19	101999	106080	110322	114735	118176	121723	125374	127882	130439
20	108308	112637	117144	121831	125485	129249	133129	135790	138505