



Contract 2020

Staff-Appointed Unit Tentative Agreement: One Year Contract Extension

Dear Friends,

Your Bargaining Committee is presenting you with a tentative agreement for a one-year contract extension which we unanimously recommend.

While we began this year expecting a full round of bargaining, starting with town hall meetings, and membership surveys, the world and our workplace changed dramatically in mid-March. As we explained in our bargaining townhalls in June, the COVID crisis has had a huge impact on the economy and the post-secondary sector. Over 8 million Canadians are out of work and receiving the Canada Emergency Response Benefit.

The University's budget numbers will not be public until next year, but we know from our own members that the university has lost tens of millions already in refunds for residences, meal plans, parking, athletic centres and summer camps. We won't know until the fall term is underway what impact the pandemic will have on enrollment, particularly of international students. With years of stagnating provincial funding, the enrollment numbers and related tuition and ancillary fees are essential to the University's revenues. We have seen temporary lay-offs in our staff-appointed bargaining unit for the first time ever. Our casual bargaining unit has shrunk by over 1600 members comparing June 2020 to June 2019.

Your bargaining committee had a tough decision to make about whether or not to open up the contract and bargain in this climate of uncertainty. Opening up the contract during a historic recession and when the employer is facing a financial crisis and our members are separated and working from home puts us at serious risk of fending off concessions. After consulting with the USW National Office and other unions on campus we decided to extend the current contract with no changes for another year and to enter into bargaining next year.

Our intention was to keep all of our contract language intact with no concessions, keep our current

HIGHLIGHTS

TERMS OF THE AGREEMENT - 1 YEAR

July 1, 2020 - June 30, 2021

pay levels, including the annual step increases and re-open the pension bridge benefit. We have achieved that, and we are presenting it to our members for your ratification vote. We strongly feel that this is the best deal for our members in the current economic climate.

Next year, we'll be at the bargaining table again. We don't have a crystal ball and we don't know if the university's financial situation will be better or worse next year. However, we will be going into bargaining with actual data, instead of a huge amount of uncertainty about the employer's economic situation. We will have had a year of no negative changes in our contract and we'll be in a better position to mobilize our members next year when more people are back on campus. We are keeping all of the feedback we've received from members in this year's surveys and town halls and will do another round of consultations in 2021.

We want to thank all of our members who filled out the bargaining survey, came to our town halls or sent an email with a question or concern. We'd like to thank Mary Lou Scott our USW Staff Representative who led our team and helped us navigate such difficult decisions.

Your Bargaining Committee is unanimously recommending acceptance of this settlement for ratification. The ratification vote will be held electronically from August 6 - 11. Details will be emailed to every member.

In solidarity,



Colleen Burke, President USW Local 1998

Your Negotiating Team:

Colleen Burke, Justen Bennett, Mary-Marta Briones-Bird, Josh Cleminson, Toni Eyre, Natalia Krencil, Issam Mikdashi, Nik Redman, Zack Sholdra, Valeria Sladojevic-Sola, Court van Beek, Tamara Vickery, Richard Waters

TERM OF THE AGREEMENT

One (1) year: July 1, 2020 - June 30, 2021.

WAGES

There is no across the board (ATB) wage increase. The salary grids remain the same. Step increases are maintained for those who are not yet at Step 8.

RETIREMENT BRIDGE BENEFIT

The Union has ensured that the University has re-established the Early Retirement Bridge Benefit (age 60/80 point provision) outside of the Pension Plan for the period of December 31 2020 up to and including April 30, 2021.

WAGE GRID

July 1, 2020 (same as July 1, 2019 wage grid)

PSG	HIRERATE	STEP01	STEP02	STEP03	STEP04	STEP05	STEP06	STEP07	STEP08
1	36040	37481	38980	40541	41755	43010	44297	45185	46088
2	38268	39800	41390	43048	44338	45669	47039	47978	48939
3	40636	42261	43949	45708	47080	48493	49947	50946	51967
4	43147	44876	46669	48536	49992	51490	53035	54096	55179
5	45816	47649	49554	51537	53083	54675	56316	57441	58590
6	48650	50596	52619	54724	56365	58056	59797	60995	62214
7	51656	53725	55871	58106	59851	61647	63494	64764	66061
8	54851	57046	59327	61702	63550	65459	67420	68770	70146
9	58242	60572	62994	65514	67482	69505	71589	73021	74482
10	61846	64319	66892	69568	71653	73803	76018	77538	79088
11	65669	68297	71028	73868	76085	78367	80718	82333	83978
12	69730	72518	75420	78436	80791	83214	85711	87423	89172
13	74041	77004	80085	83286	85786	88360	91010	92832	94687
14	78618	81765	85035	88435	91088	93821	96638	98569	100542
15	83481	86822	90293	93906	96722	99623	102613	104664	106758
16	88643	92190	95876	99712	102703	105785	108959	111136	113359
17	94126	97891	101807	105878	109055	112326	115696	118009	120369
18	99945	103943	108100	112426	115798	119272	122849	125306	127812
19	106127	110371	114786	119377	122958	126648	130446	133055	135714
20	112690	117195	121884	126760	130561	134478	138513	141285	144107

**JULY 29, 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 “STAFF APPOINTED” 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 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 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 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 25:02 for the term of the renewal collective agreement only to read: “The parties agree to finalize the renewal Collective Agreement within thirty (30) days of the date of its ratification. Printing and distribution of this Agreement will be the University’s responsibility. In the interest of environmental

conservation, the Collective Agreement will be posted on the University's Human Resources and Equity website and the USW Local 1998 website and the link to said website will be provided to all employees in the bargaining unit."

(d) Revise Article 35:01 to read: "This Agreement shall be effective from July 1, 2020 and shall continue in effect up to and including the 30th day of June, 2021,..."

(e) 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] and revise the USW Staff Representative to read "Mary Lou Scott".

(f) Revise Schedule A: Salary as follows:

- At the top of the Schedule delete the lines beginning Effective July 1, 2017; Effective July 1, 2018; and Effective July 1, 2019 respectively.

- Delete the July 1, 2017, July 1, 2018 and July 1, 2019 salary grids.

- Add a new July 1, 2020 salary grid in the form attached hereto as Appendix "B"

(g) Schedule J: Holidays delete all of the stated holidays and add stated holidays for the period December 2020 to January 2021 as set out below:

December 2020 to January 2021

Wednesday, December 23, 2020	Day of Closure
Thursday, December 24, 2020	Day before Christmas Day
Friday, December 25, 2020	Christmas Day, Statutory Holiday
Monday, December 28, 2020	Day in Lieu of Boxing Day
Tuesday, December 29, 2020	Day of Closure
Wednesday, December 30, 2020	Day of Closure
Thursday, December 31, 2020	Day before New Year's Day
Friday, January 1, 2021	New Year's Day, Statutory Holiday

(h) 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"

(i) Change the date on all Letters of Agreement, Letters of Understanding, and Letters of Intent from "September 11, 2017" to [date of ratification] and address to "Mary Lou Scott, Staff Representative"


(j) Revise Appendix X – School of Continuing Studies English Language Program Collective Agreement for a Term of Agreement “July 1, 2020 to June 30, 2021” and “COLLECTIVE AGREEMENT ENTERED INTO at the City of Toronto, in the Province of Ontario, as of [date of ratification] and the date of all Letters of Understanding and Letters of Intent from “September 11, 2017” to [date of ratification] and address to “Mary Lou Scott, Staff Representative”


(k) 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

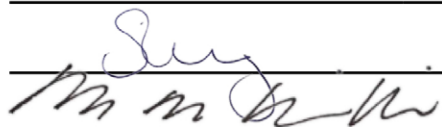






FOR THE UNION


























APPENDIX A

USW Local 1998 (Staff-Appointed) Collective Agreement – July 1, 2017 to June 30, 2020:

<https://hrandequity.utoronto.ca/wp-content/uploads/sites/36/2018/07/USW-SA-CA-2017-2020.pdf>

APPENDIX B

USW Salary Grid

July 1, 2020

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HIGHLIGHTS

TERMS OF THE AGREEMENT - 1 YEAR

July 1, 2020 - June 30, 2021

Your Bargaining Committee 2020



Colleen Burke
President, USW1998



Justin Bennett
Rotman



Mary-Marta Briones-Bird
Information



Josh Cleminson
UTSC



Toni Eyre
Slavic Languages



Natalia Krencil
Anthropology



Isaam Mikdashi
Information



Nik Redman
Student Life



Zack Sholdra
Kinesiology



Middle:
Valeria Sladojevic-Sola
Rotman



Right:
Court van Beek
Information



Tamara Vickery,
Test & Exam Services



Richard Waters
UTM

VOTE: August 6 to 11th (11:59pm)

Contract Ratification Vote

Voting will be conducted electronically. Check your email the evening of August 6th for your unique link to cast your ballot. The message will come from “USW Local 1998” using the following email: vote@simplyvoting.com

If you don't get the email, please check your spam or junk folder. If it is not there, contact info@usw1998.ca for assistance.