

February 24, 2021 PROPOSAL

UNIVERSITY WITHOUT PREJUDICE FOR SETTLEMENT ONLY PROPOSAL

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

THE COLLEGIUM OF THE UNIVERSITY OF ST. MICHAEL'S COLLEGE (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 Article 27:01 to read: "This Agreement shall become effective July 1, 2020 and continue in effect up to the 30th day of June, 2021"
 - (c) Following the heading **Schedule A – Wages** delete the preamble, which references all of across the board increases of 2018 and 2019.
 - (d) Following the heading **WAGE SCHEDULE** delete the wage grids for Base Rate at June 30, 2017, 1-Jul-17; 1-Jul-18; and **retitle** the wage grid column "July 1, 2019" to "July 1 2020".
 - (e) In **SCHEDULE D – 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:

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 Year 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

- (f) Update and renew all Letters of Understanding, and incorporate the following changes:
- **Letter of Understanding – #3 Green Circled Employees** – Revise as attached.
 - **Letter of Understanding - # 6 Pay Equity Job Evaluation** – update the completion date objective to **December 31, 2021**
- (g) Revise the pagination of the Table of Contents and the Index and pagination as necessary.

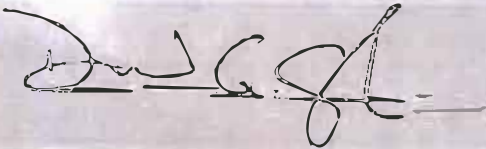
5. All other proposals are withdrawn.

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.

DATED AT TORONTO THIS 25 DAY OF FEBRUARY, 2021

FOR THE UNIVERSITY

FOR THE UNION



Mary Lou Scott

Angela Mueller



LETTER OF UNDERSTANDING #3
Re: Green Circled Employees

Existing Language:

Green Circled Employees - Notwithstanding the Wage Schedule, Eon Pitt, Gang He and Mary Jane Santos will be kept at their current rate so long as they remain in their current classification, and will receive the negotiated wage increases.

Revise as follows:

Green Circled Employees - Notwithstanding the Wage Schedule, Eon Pitt, ~~Gang He~~ and Mary Jane Santos will be kept at their current rate so long as they remain in their current classification, and will receive the negotiated wage increases.