

MEMORANDUM OF AGREEMENT
THE UNIVERSITY OF SAINT MICHAEL'S COLLEGE 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;

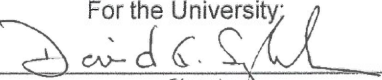
AND WHEREAS the University and the Union are desirous of fully and finally resolving any issues that were raised or could have been raised in this regard;

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 Staff-Appointed bargaining unit who are actively employed on May 1, 2021 by 1% Furthermore, this 1% wage increase shall be retroactive to July 1, 2020 for all active employees in the Staff-Appointed 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 Union agrees that it will not file or entertain a grievance as a result of this Agreement.
4. 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.
5. 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.
6. By the signature of authorized representatives hereunder the University and the Union confirm their agreement to the terms of Agreement set out herein.
7. 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 30, 2021

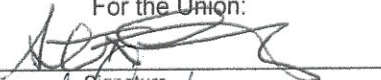
For the University:



Signature

Signature

For the Union:



Signature

Signature