



# University of Toronto

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OFFICE OF THE VICE-PRESIDENT  
HUMAN RESOURCES AND EQUITY

TO: Business Board

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DATE: September 22, 2004 for October 8, 2004

AGENDA ITEM: 5

## **ITEM IDENTIFICATION:**

**Approval of first collective agreement with CUPE 2484 (Day Care Workers)**

## **JURISDICTIONAL INFORMATION:**

Item 5.10 (b) of the Terms of Reference for Business Board stipulates that the Board approves the initial agreement with any employee group.

## **PREVIOUS ACTION TAKEN:**

N/A

## **BACKGROUND:**

CUPE now represents 35 employees at two daycare sites, the Early Learning Centre and OISE/UT. This bargaining unit resulted from the merger of 3 daycare centres in July, 2003. Employees from all three daycares became UofT employees at this time.

## **HIGHLIGHTS OF THE AGREEMENT:**

**The overall goal of the University was to harmonize the terms and working conditions of this small group in relations to other unionized groups at the University.**

1. This is a two year agreement, expiring December 31, 2005.
2. Wage increases are as follow:
  - 2% effective January 1, 2004.
  - 3% effective July 1, 2004.

N.B. Wage increases for these groups had been lagging behind those of other unionized groups at the University. Employees at two of the centers had received

no increase since 2001. Employees at the other center had received 1% in each of 2002 and 2003.

3. Employees receive a one-time-only lump sum payment of \$350 to compensate for not having benefited from Presidential vacation days over the 03/04 Christmas and New Year holiday period.
4. Pension and benefits harmonized with UofT programs.
5. Pregnancy leave harmonized with UofT programs.
6. Other terms also revised to improve consistency with other collective agreements at UofT and strengthen management rights.

Members of the Board who wish a copy of the collective agreement are invited to call the Office of the Vice-President, Human Resources and Equity at 416-978 4865.

**FINANCIAL AND/OR PLANNING IMPLICATIONS:**

The salary increases are in line with the University's budget model.

**RECOMMENDATION:**

It is recommended THAT

The Business Board approve the initial collective agreement with CUPE Local 2484