



FOR INFORMATION

PUBLIC

OPEN SESSION

TO: Business Board

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PRESENTER: Kelly Hannah-Moffat, Vice-President, People Strategy, Equity & Culture
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DATE: April 18, 2024 for April 25, 2024

AGENDA ITEM: 9 (f)

ITEM IDENTIFICATION:

July 1, 2023, to June 30, 2026, Collective Agreement between the University of Toronto and CUPE 3261 Full Time/Part Time.

JURISDICTIONAL INFORMATION:

In accordance with Section 5.10(c) of the Business Board Terms of Reference, approval of changes to the Collective Agreement within existing policies and salary determination procedures are delegated to the President and are provided for information.

GOVERNANCE PATH:

1. Business Board [For Information] April 25, 2024

PREVIOUS ACTION TAKEN:

N/A

HIGHLIGHTS:

The University of Toronto and CUPE Local 3261 Full-Time & Part-Time, which represents approximately 760 full-time and part-time employees working primarily in Caretaking, Groundskeeping, Food Services, and other general labour positions across all three campuses, have completed negotiations for a renewal collective agreement for the period July 1, 2023 to June 30, 2026. The Memorandum of Agreement was signed on March 4, 2024 and ratified on March 17, 2024.

This collective agreement is part of a bargaining cycle based on a pattern of Across-the-Board (ATB) wage increases that began with the USW Staff-Appointed agreement reached last September, immediately following UTFA's arbitration award. This ATB pattern now applies to more than 18,000 University employees represented by USW and CUPE in eight different bargaining units.

This agreement also occurred within the context of Bill 124 being defeated in the courts and subsequently repealed in February 2024. Bill 124 restricted total compensation increases to 1% annually during its 3-year moderation period, which was coincidental with extraordinarily high inflation that averaged well over 3% per year during and after the COVID-19 pandemic. High inflation, combined with restricted compensation under Bill 124, as well as the exclusion from our collective agreements of any retroactive wage increases (“reopeners”) in the event that Bill 124 was repealed, allowed the University to spend significantly less on labour costs relative to inflation for the 6 years that include the Bill 124 moderation period as compared to previous years, since at least 2005. At the same time, we reversed our historical trend of negotiating ATB wage increases that match or exceed inflation, thereby protecting the University from the full impact of pandemic-related inflationary spikes on our labour costs.

We also protected the University by resisting significant union demands and pressure to provide retroactive wage increases covering any part of the 3-year Bill 124 moderation period. We were successful in excluding any “reopener” provisions from our collective agreements, thereby not assuming responsibility for the financial consequences on our employees of the now unlawful Bill 124. CUPE and other unions are currently pursuing their claims for damages in court against the government that passed this legislation and subsequently repealed it.

We also successfully resisted significant demands and pressure from all CUPE bargaining units to engage in unified collective bargaining at a single central table and align collective agreement terms and expiration dates to enable unified bargaining and potentially higher risk of labour disruptions in the future.

Key Non-monetary Revisions

- Clarified that where specific training is required by the Employer it shall be provided and scheduled such that the employee attends during regular working hours with no loss of pay, or where required to attend outside of regular working hours is compensated at the applicable rate
- Agreed to provide Applied Suicide Intervention Skills Training (ASIST) for employees in the Building Patrol classification
- Modified Bereavement Leave provision to make it available for up to five consecutive working days, pro-rated for part-time employees, to make more equitable
- Agreed that for application of Paid Personal Leave provisions, where an employee’s regular shift is greater than 8 hours, then a day shall be considered the length of an employee’s shift
- Agreed that sessional employees will be provided with their schedule 4 weeks in advance of their return from sessional leave
- Agreed that an employee temporarily assigned to a position in a lower rated classification for a period not exceeding 4 weeks shall not have their rate of pay reduced; and that an employee may be temporarily assigned to work in a job in a lower classification for periods of up to 6 months and upon completion of 6 months the employee may return to their previous job if it still exists
- Amended Letter of Intent: Educational Assistance to align with other comparable employee groups
- Established a method for differentiating among/within the former Aramark food service employees only for the purpose of seniority among and between this group of employees

Monetary Revisions

- Across-the-Board (ATB) increases of 9.0% in year 1 (July 1, 2023), 2.0% in year 2 (July 1, 2024), and 1.8% in year 3 (July 1, 2025)
- Deleted the Probationary and Start rates for all classifications
- Increased the rates of pay for the Cafeteria Worker, Cashier, Service Worker Caretaking, Building Patrol I, and Maintenance Worker II classifications to \$25.00 per hour, and increased the rate of pay for the Cook classification to \$25.50 per hour

- Combined lower level classifications into higher level classifications for Building Patrol, Stores Technician, Laboratory Animal Technician, and Veterinary Technologist to improve operational efficiency and effectiveness
- Increased the shift premium to \$1.00 per hour for all employees
- New Red Seal Premium of \$1.00 per hour for employees in the Chef, Sous Chef, Head Cook or Cook classifications who have received their Red Seal certification
- Renewed the Early Retirement Bridge Benefit outside the Pension Plan for retirements on or after March 31, 2024 up to and including May 31, 2026
- One additional paid Personal Leave day, for a total of five paid Personal Leave days
- Amended Letter of Intent: Educational Assistance to increase University of Toronto graduate programs from up to \$3,000 to up to \$3,200 per academic year, and non-degree credit work-related courses from up to \$750 to up to \$800 per course, as well as expanded offerings from the School of Continuing Studies only to include other University of Toronto divisions offering non-degree credit courses
- Implemented limits on the cost and number of courses that may be taken outside of the University
- Added the Family Caregiver Leave provision of the *Employment Standards Act* to the existing Compassionate Care benefit
- Increased Standby Pay – Snow Removal from 2 to 5 hours' pay at the employee's regular rate of pay for each 7 day period assigned on standby
- Increased the safety shoe or boot allowance from up to \$175 to up to \$200 annually
- Increased the Employer's contribution towards the cost of premiums for the University of Toronto Extended Health Care Plan from 75% to 85%, and for the Dental Care Plan from 80% to 90%

FINANCIAL IMPLICATIONS:

**Estimated Costing – CUPE 3261 Full-Time & Part-Time Collective Agreement
July 1, 2023 to June 30, 2026**

Bargaining Unit Base Payroll = \$31.15M	Year 1	Year 2	Year 3	Total Over 3 Years	Total Over 3 Years
				(Salary Base Increase)	(Benefits)
Total Comp. = \$33.67M					
Wage increases	\$2,804K 8.33%	\$684K 1.86%	\$615K 1.66%	\$4,103K 11.85%	
Wage Increases to specific classifications	\$226K 0.67%			\$226K 0.67%	
Food Service Shift Premiums	\$116K 0.35%			\$116K 0.35%	
General Shift Premium Increases	\$8K 0.02%			\$8K 0.02%	
Health & Dental Benefits Cost Sharing		\$150K 0.41%			\$150K 0.41%
Safety Shoe Allowance	\$10K 0.03%				\$10K 0.03%
Total	\$3,164K 9.4%	\$834K 2.27%	\$615K 1.66%	\$4,453K 12.89%	\$160K 0.44%