



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: June 12, 2024 for June 19, 2024

AGENDA ITEM: 8 (a)

ITEM IDENTIFICATION:

July 1, 2023 – June 30, 2026 Collective Agreement between the University of Toronto and CUPE Local 1230 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 only.

GOVERNANCE PATH:

1. Business Board [for information] (June 19, 2024)

PREVIOUS ACTION TAKEN:

N/A

HIGHLIGHTS:

The University of Toronto and CUPE Local 1230 Full-Time & Part-Time, which represents approximately 115 full-time and part-time employees working at the University of Toronto Libraries on the St. George campus, 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 27, 2024 and ratified on April 4, 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This agreement occurred within the context of Bill 124 being deemed unconstitutional and subsequently repealed in February 2024. Bill 124 restricted compensation increases to 1% annually during a 3-year moderation period, which coincided 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, and the exclusion from our collective agreements of any retroactive wage increases ("reopeners") in the event that Bill 124 was repealed, meant that the University spent significantly less on labour costs relative to inflation for the 6 years that include the Bill 124 moderation period as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 shifted from our historical trend of negotiating ATB wage increases that match or exceed inflation, thereby limiting the impact of pandemic-related inflationary spikes on our labour costs. Our ATB increases are on average approximately 0.65% per year below the CPI over the past 6 years, or approximately 3.8% in total below the CPI for the past 6-year period.

The University resisted significant union pressure to provide retroactive wage increases to cover the 3-year Bill 124 moderation period. The absence of "reopener" provisions in our collective agreements means we have minimal responsibility for the financial damages of the now repealed Bill 124. CUPE and other unions are currently pursuing damages in court from the Ontario government.

We also successfully rejected efforts by 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

- Modified vacation allowance language to reflect existing practice
- Amended the Parental Leave and Compassionate Care Leave language to align it with the ESA
- Agreed to keep the Union regularly informed of its progress in respect of implementation of the renewal collective agreement, and make best efforts to complete the financial changes in time for the May 28, 2024 pay date
- Improved various provisions of the Collective Agreement in respect of sexual violence, sexual harassment, discrimination, and employment equity

Monetary Revisions

- Across-the-Board (ATB) increases of 5.7% in year 1 (July 1, 2023), 2.0% in year 2 (July 1, 2024), and 1.8% in year 3 (July 1, 2025)

- Employees classified as 8U Library Assistants listed on the unpublished Letter of Intent will be paid at the same rate as Step 1 of 7U (except for one employee, who will be paid the same rate as Step 1 of 6U)
- Increased the safety shoe or boot allowance from up to \$175 to up to \$200 annually
- 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
- Improvements to health benefits including mental health, vision care, dental, paramedical services, hearing care, and dispensing fees for prescription drugs
- Renewed the Early Retirement Bridge Benefit outside the Pension Plan or the Voluntary Retirement Incentive Program for retirements on or after June 30, 2024 up to and including June 30, 2026
- One additional paid Personal Leave day, for a total of five paid Personal Leave days
- Increased time off with pay to attend health care appointments from seven (7) hours per year to twelve (12) hours per year
- New article allowing the Union to request release time for employees in the bargaining unit (to be paid by the Union)
- Agreed to reimburse employees for the cost of a doctor's certificate when it is required by the Employer



FINANCIAL IMPLICATIONS:

**Estimated Costing – CUPE Local 1230 Full-Time & Part-Time Collective Agreement
July 1, 2023 to June 30, 2026**

Bargaining Unit Base Payroll = \$7.98M	Year 1	Year 2	Year 3	Total Over 3 Years (Salary Base Increase)	Total Over 3 Years (Benefits)
Bargaining Unit Benefits* = \$0.56M					
Total Compensation = \$8.54M					
Wage increases - ATB	443.5K	169K	155K	767.5K	
	5.2%	1.9%	1.7%	8.8%	
Paid Personal Day	32K 0.37%				32K 0.37%
Health Care Appointments	11.5K 0.13%				11.5K .13%
Educational Assistance	5K 0.06%				5K 0.06%
Boot Allowance	2K 0.02%				2K 0.02%
Health Care Benefits	13.7K 0.16%				13.7K 0.16%
Total	507.7K 5.94%	169K 1.9%	155K 1.7%	767.5K 8.8%	64.2K 0.74%

Percentages based on total compensation.

***Bargaining Unit Benefits category excludes those directly affected by salary increase**