



FOR INFORMATION

PUBLIC

OPEN SESSION

TO: Business Board

SPONSOR: Kelly Hannah-Moffat, Vice-President, People Strategy, Equity &
CONTACT INFO: Culture
416-978-4865; yp.psec@utoronto.ca

PRESENTER: Kelly Hannah-Moffat, Vice-President, People Strategy, Equity &
CONTACT INFO: Culture
416-978-4865; yp.psec@utoronto.ca

DATE: June 12, 2024 for June 19, 2024

AGENDA ITEM: 8 (b)

ITEM IDENTIFICATION:

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

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 – Student Casual, which represents 346 casual University of Toronto student 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This agreement occurred within the context of Bill 124 being deemed unconstitutional and subsequently repealed in February 2024.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exclusion from our collective agreements of any retroactive wage increases (“reopeners”) in the event that Bill 124 was repealed, meant that the University spent significantly less on labour costs relative to inflation for the 6 years that include the Bill 124 moderation period as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

- Agreed that an unsuccessful Student Casual employee who was interviewed for an advertised vacancy may request, and will be given, informal advice on how to prepare for such future job postings.
- 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 17, 2024 bi-weekly pay date.

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).

- Deleted the Start Rate in Schedule I: Wages for the Assistant Computer Access Facility Attendant (ACAFA) and Student Library Assistant (SLA) classifications.
- New Lead Premium of \$2 per hour for Student Library Assistants when assigned to perform lead duties.
- Increased the safety shoe or boot allowance from up to \$175 to up to \$200 annually.
- Continued participation in the University’s Employee and Family Assistance Program.
- Two additional paid sick shifts, for a total of four paid sick shifts in each year.

FINANCIAL IMPLICATIONS:

**Estimated Cost – CUPE Local 1230 – Student Casual CA
July 1, 2023 to June 30, 2026**

Bargaining Unit Base Payroll = \$2.20M	Year 1	Year 2	Year 3	Total Over 3 Years (Salary Base Increase)	Total Over 3 Years (Benefits)
	Total Compensation = \$2.40M				
Wage increases – ATB	113K 4.7%	47K 1.9%	43K 1.7%	203K 8.3%	
Lead Premium	17K 0.7%			17K 0.7%	
Paid Sick Shifts	18K 0.8%				18K 0.8%
Boot Allowance	8K 0.3%				8K 0.3%
Total	156K 6.5%	47K 1.9%	43K 1.7%	220K 9.0%	26K 1.1%

Percentages based on total compensation.