



**FOR INFORMATION**

**PUBLIC**

**OPEN SESSION**

**TO:** Business Board

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**DATE:** June 12, 2024 for June 19, 2024

**AGENDA ITEM:** 8 (c)

**ITEM IDENTIFICATION:**

May 1, 2024 to April 30, 2027 Collective Agreement between the University of Toronto and Unifor Local 2003.

**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 Unifor Local 2003, which represents approximately 90 Operating Engineers and Building Management Systems Technicians working on all three campuses, have completed negotiations for a renewal collective agreement for the period May 1, 2024 to April 30, 2027. The Memorandum of Agreement was signed on April 30, 2024 and ratified on May 2, 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This agreement occurred within the context of Bill 124 being deemed unconstitutional and subsequently repealed in February 2024.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exclusion from our collective agreements of any retroactive wage increases ("reopeners") in the event that Bill 124 was repealed, meant that the University spent significantly less on labour costs relative to inflation for the 6 years that include the Bill 124 moderation period as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.

### **Key Non-monetary Revisions**

- Increased the amount of time that an employee who has been newly-hired, promoted, transferred, demoted or has displaced another employee must serve in that position from six (6) months to nine (9) months before they are eligible to apply to another position at the same or lower rate of pay
- Modified Class Specifications by eliminating the Trainee II classification, removing the required one year of completed experience with the University for the Trainee I classification, removing the requirement for one year of operating engineer experience for the Engineer C classification, and reducing the minimum experience for BMS Technician I from three years to two years
- Reduced the length of the training programme for operating engineers in Appendix A from 24 months to 12 months

- Agreed to meet and discuss the outcome(s) of the scheduling pilot projects at the St. George campus
- Strengthened the approval process for vacation carry forwards
- Increased the amount of notification an employee will endeavour to provide their supervisor when unable to report for work due to sickness or injury
- Amended the Compassionate Care Leave language by adding Family Caregiver Leave to align it with the ESA

### **Monetary Revisions**

- Across-the-Board (ATB) increases of 5.7% in year 1 (May 1, 2024), 2.0% in year 2 (May 1, 2025), and 1.8% in year 3 (May 1, 2026)
- Renewal of the Retiring Allowance Outside the University Pension Plan, with agreement to provide up to ten (10) retiring allowances available to eligible employees for retirement on or after August 31, 2024, but no later than December 31, 2026
- Amended Schedule XII: 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
- Increased the safety shoe or boot allowance from up to \$230 to up to \$250 annually, effective May 1, 2026
- Agreed to reimburse employees annually for T.S.S.A. Operating Engineer Certificate of Qualification renewal fees where required as a condition of employment
- Improvements to health benefits including mental health, vision care, dental, paramedical services, hearing care, and dispensing fees for prescription drugs
- One additional paid Personal Leave day, for a total of five paid Personal Leave days
- Shift Engineers (Engineer A) at the St. George Central Steam plant to be paid at the Lead Hand rate during the term of the collective agreement



**FINANCIAL IMPLICATIONS:**

**Estimated Costing – Unifor Local 2003 Collective Agreement  
May 1, 2024 to April 30, 2027**

<b>Bargaining Unit Base Payroll = \$7.40M</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Total Over 3 Years (Salary Base Increase)</b>	<b>Total Over 3 Years (Benefits)</b>
<b>Bargaining Unit Benefits* = \$0.59M</b>					
<b>Total Compensation = \$7.99M</b>					
<b>Wage increases - ATB</b>	422K 5.2%	156K 1.9%	144K 1.7%	722K 8.8%	
<b>Paid Personal Leave</b>	30K 0.37%				30K 0.37%
<b>Educational Assistance</b>	2K 0.03%				2K 0.03%
<b>Safety Shoes</b>			1.8K 0.02%		1.8K 0.02%
<b>Certificate fees</b>	6K 0.08K				6K 0.08%
<b>Health Care Benefits</b>	10.4K 0.13%				10.4K 0.13%
<b>Total</b>	<b>470.4 5.81%</b>	<b>156K 1.9%</b>	<b>145.8K 1.72%</b>	<b>722K 8.8%</b>	<b>50.2K 0.63%</b>

Percentages based on total compensation.

**\*Bargaining Unit Benefits category excludes those directly affected by salary increases**