



**FOR INFORMATION**

**PUBLIC**

**OPEN SESSION**

**TO:** Business Board

**SPONSOR:** Kelly Hannah-Moffat, Vice-President, People Strategy, Equity & Culture  
**CONTACT INFO:** 416-978-4865; [vp.psec@utoronto.ca](mailto:vp.psec@utoronto.ca)

**PRESENTER:** Kelly Hannah-Moffat, Vice-President, People Strategy, Equity & Culture  
**CONTACT INFO:** 416-978-4865; [vp.psec@utoronto.ca](mailto:vp.psec@utoronto.ca)

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

**AGENDA ITEM:** 8 (d)

**ITEM IDENTIFICATION:**

April 26, 2024 to December 31, 2024 Collective Agreement between the University of Toronto and USW Local 1998 – UTM Residence Dons.

**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 reached a tentative agreement with the USW Local 1998 – Residence Dons unit on April 18, 2024, which was ratified on April 26, 2024. This agreement, which is in the form of an appendix to the existing USW Local 1998 – Residence Dons Collective Agreement reached in Fall 2021 in respect of the Residence Dons at Innis College, New College, Woodsworth College, and University College, covers approximately 45 Residence Dons and 6 Community Assistants at the University of Toronto Mississauga campus. These individuals are University of Toronto students employed on limited term appointments who act as role models and accessible resources for students, as well as facilitators of the success of the student residence life experience.

This round of bargaining concluded after the provincial compensation restraint legislation (Bill 124) that mandated a three-year moderation period during which total compensation increases were not permitted to exceed 1% per year was ruled to be unconstitutional by the Ontario Superior Court of Justice on November 29, 2022, and was subsequently repealed in February 2024.

This collective agreement includes negotiated improvements in total compensation, as well as non-monetary revisions listed below. This agreement is consistent with the University's fiscal and operational objectives.

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

- Agreed to form a Labour/Management Committee of six representatives from each of the University and Union to meet once per semester to facilitate open, two-way communication
- Added one additional union steward to be selected from each of the Southside, Northside and Central areas at the University of Toronto Mississauga campus
- Increased size of the Union's Negotiating Committee from six (6) to seven (7) bargaining unit employees
- Incorporated hours of work provisions
- Agreed that where a Residence Don/Community Assistant ceases to be employed before the end of their term of employment, the University will facilitate access to housing resources and support services offered by the University
- Included a Letter of Understanding that Residence Dons are exempt from the standards established as Parts VII.1 (three hour rule), VIII (overtime pay), IX (minimum wage), X (public holidays) of the ESA
- Agreed to provide courses required to maintain CPR and first aid certification for any Residence Don/Community Assistant who works in a position that requires such certification and whose certification lapses during the term of employment
- Included provisions regarding the collection and remittance of Union dues, and the provision of information to the Union
- Agreed to provide a bulletin board in the workplace for notices of Union meetings and Union information

### **Monetary Revisions**

- During their period of employment in the bargaining unit, all Residence Dons shall be entitled to participate in the University's Employee and Family Assistance Program (EFAP)
- Wages will be paid in equal monthly instalments equal to 75% of the fee for a standard single room
- As no meal plan is available, they will receive an additional monthly wage installment of \$500
- For the month of August, they will receive an additional \$500 in consideration of mandatory training
- Additional \$500 payment to Community Assistants only, for the month of June

- As a condition of employment Residence Dons shall consent to a deduction from their monthly wage instalments for a room
- If deductions exceed the net wages paid to a Residence Don/Advisor, the balance is to be paid to the University by the Residence Don no later than June 15 of the academic year in which the balance was accrued. They will be provided with a statement of account by May 15
- During the University’s winter holiday closure period, they will be entitled to a payment of \$101.00/day if scheduled to work during this period (non-statutory holidays)
- If scheduled to work on Christmas Day, Boxing Day, or New Year’s Day they will be entitled to \$151.50/day
- Community Assistants will receive \$450 per month

**FINANCIAL IMPLICATIONS:**

**Estimated Costing – USW Local 1998 – Residence Dons Collective Agreement  
April 26, 2024 to December 31, 2024**

<b><u>Salary Base</u></b>	<b><u>\$859K</u></b>
<b>Items</b>	<b>Cost</b>
Accommodation	\$556K
Meal Plan/Food Stipend	\$240K
June Payment (Training)	\$3k
August Payment (Training)	\$24K
Winter Closure Pay	\$7K
Community Assistant	\$29K
<b>Total Cost</b>	<b>\$859K</b>

Note: percentage increases unavailable as employees covered by these appendices were previously non-union.