



**FOR INFORMATION**

**PUBLIC**

**OPEN SESSION**

**TO:** Business Board

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**DATE:** November 20, 2024 for November 27, 2024

**AGENDA ITEM:** 5 (b)

**ITEM IDENTIFICATION:**

Renewal July 1, 2023 – June 30, 2026 Collective Agreement between the University of Toronto and OPSEU Local 519.

**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] (November 27, 2024)**

**PREVIOUS ACTION TAKEN:**

N/A

**HIGHLIGHTS:**

The University of Toronto and OPSEU 519, which represents approximately 60 employees working as Corporals, Special Constables and Communication Operators in Campus Safety 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 August 23, 2024 and ratified on September 9, 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 approximately than 20,000 University employees represented by USW, CUPE, and other unions and 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This agreement occurred within the context of Bill 124 being deemed unconstitutional and subsequently repealed in February 2024.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exclusion from our collective agreements of any retroactive wage increases ("reopeners") in the event that Bill 124 was repealed, meant that the University spent significantly less on labour costs relative to inflation for the 6 years that include the Bill 124 moderation period, as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**

- Removed mandatory requirement for the provision of a doctor's certificate where an absence is due to illness, while maintaining the University's managerial discretion to request that one be provided
- Agreed to make employees aware of available training and to provide equal opportunity for employees to request such training
- Modified the Bereavement Leave provision to account for variations in regular shift schedules (i.e. 8, 10, and 12 hour shifts)
- Modified the Educational Assistance Policy for alignment with other employee groups

### **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)
- Improvements to health benefits including mental health, vision care, dental, paramedical services, hearing care, and dispensing fees for prescription drugs to align with other comparable employee groups

- Payments in lieu of Presidential Holidays to employees who are actively employed on the effective dates of each payment in the amount of \$589 upon ratification for the two Presidential Holidays that occurred during 2023/24 (Year 1); \$300 per Presidential Holiday during 2024/25 (Year 2); and \$306 per Presidential Holiday during 2025/26 (Year 3)
- Payments in lieu of Civic Holiday, the Day before Christmas, and the Day before New Year in the amount of \$881 upon ratification (for Year 1 - 2023/24); \$449 following December 1, 2024 (for Year 2 – 2024/25 first instalment); \$449 following June 1, 2025 (for Year 2 – 2024/25 – second instalment); \$457 following December 1, 2025 (for Year 3 – 2025/26 first instalment); and \$457 following June 1, 2026 (for Year 6 – 2025/26 – second instalment)
- Payments in lieu of shift premiums in the amount of \$1,076 upon ratification (for Year 1 - 2023/24); \$538 following December 1, 2024 (for Year 2 – 2024/25 first instalment); \$538 following June 1, 2025 (for Year 2 – 2024/25 – second instalment); \$538 following December 1, 2025 (for Year 3 – 2025/26 first instalment); and \$538 following June 1, 2026 (for Year 6 – 2025/26 – second instalment)
- 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 four (4) hours of paid family leave and four (4) hours of paid floating leave, for a total of forty (40) hours family/floating leave in any year
- Employee assigned to a supervisory position in a higher classification that is excluded from the bargaining, shall be paid an additional \$4.00 per hour
- Added a Compassionate Care Leave provision to incorporate the Family Caregiver Leave entitlements set out under the Employment Standards Act
- Provided the Local Union President with one (1) day off work without loss of regular pay in each three (3) month period of each year of the Collective Agreement, for the purpose of conducting local union business
- An employee who is injured on the job will receive their regular pay for that workday and will receive University arranged transportation to a hospital or other appropriate location



**FINANCIAL IMPLICATIONS:**

**Estimated Costing – OPSEU Local 519 Collective Agreement  
July 1, 2023 to June 30, 2026**

<b>Bargaining Unit Base Payroll = \$4.39M</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>Wage increases</b>	\$395K 7.52%	\$96K 1.72%	\$88K 1.53%	\$580K 10.77%	
<b>Payments in lieu of Presidential Holidays</b>	\$3K 0.05%	\$17K 0.31%	\$1K 0.02%	\$21K 0.38%	
<b>Payments in lieu of Holidays</b>	\$4K 0.08%	\$1K 0.02%	\$1K 0.02%	\$3K 0.12%	
<b>Payments in lieu of shift premiums</b>	\$7K 0.13%			\$7K 0.13%	
<b>Family/Floating Leave</b>		\$19K 0.34%			\$19K 0.34%
<b>Health &amp; Dental Benefits</b>		\$26K 0.47%			\$26K 0.47%
<b>Union Leave</b>		\$1K 0.02%			\$1K 0.02%
<b>Salary related benefits increases</b>	\$52K 1.00%	\$15K 0.27%	\$12K 0.20%		\$79K 1.47%
<b>Total Compensation = \$5.26M</b>	<b>\$462K 8.78%</b>	<b>\$175K 3.15%</b>	<b>\$102K 1.77%</b>	<b>\$611K 11.40%</b>	<b>\$125K 2.30%</b>