



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: November 20, 2024 for November 27, 2024

AGENDA ITEM: 5 (c)

ITEM IDENTIFICATION:

Renewal July 1, 2023 – June 30, 2026 Collective Agreement between the University of Toronto and OPSEU Local 578.

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 Local 578, which represents four Research Officers at OISE, 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 September 26, 2024 and ratified on October 3, 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This agreement occurred within the context of Bill 124 being deemed unconstitutional and subsequently repealed in February 2024.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exclusion from our collective agreements of any retroactive wage increases (“reopeners”) in the event that Bill 124 was repealed, meant that the University spent significantly less on labour costs relative to inflation for the 6 years that include the Bill 124 moderation period, as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

- Modified the Educational Assistance Policy for alignment with other comparable employee groups
- Modified the job posting language for greater efficiency and flexibility during the recruitment process
- Modified the grievance procedure to remove reference to an Arbitration Board
- Modified the Sexual Violence and Sexual Harassment provisions for alignment with current University policy

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)
- 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
- 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
- Amended paid Personal Leave to provide a total of five paid Personal Leave days
- Added Compassionate Care Leave to incorporate the Family Caregiver Leave entitlements set out under the Employment Standards Act

**FINANCIAL IMPLICATIONS:
Estimated Costing – OPSEU Local 578 Collective Agreement
July 1, 2023 – June 30, 2026**

| Bargaining Unit Base Payroll = \$372K | Year 1 | Year 2 | Year 3 | Total Over 3 Years (Salary Base Increase) | Total Over 3 Years (Benefits) |
|--|------------------------|------------------------|-----------------------|--|--------------------------------------|
| Wage increases - ATB | \$21K 4.88% | \$8K 1.72% | \$8K 1.53% | \$37K 8.13% | |
| Health Care Benefits | | \$2K 0.47% | | | \$2K 0.47% |
| Paid Personal Leave | | \$2K 0.34% | | | \$2K 0.34% |
| Total Compensation = \$435K | \$21K 4.88% | \$12K 2.53% | \$8K 1.53% | \$37K 8.13% | \$4K 0.81% |