MEMORANDUM OF AGREEMENT FOR A RENEWAL COLLECTIVE AGREEMENT

-BETWEEN-

THE GOVERNING COUNCIL OF THE UNIVERSITY OF TORONTO
(hereinafter referred to as “the University”)

-AND-

THE CANADIAN UNION OF PUBLIC EMPLOYEES AND ITS LOCAL 1230 – Student Casual
(hereinafter referred to as “the Union”)

1. The members of the parties’ respective negotiating committees hereby agree to unanimously recommend for ratification a renewal collective agreement on the terms and conditions set out herein.

2. The term of the renewal collective agreement shall be from July 1, 2017 to June 30, 2020.

3. The parties herein agree that the said collective agreement shall include the terms of the previous collective agreement which expired on June 30, 2017, provided, however, that the following amendments are incorporated:
   i. All attached pages numbered 1 to 21 are incorporated; and,
   ii. All matters previously settled and agreed to by the parties prior to the date hereof and attached hereto on pages numbered 1 to 21

4. The provisions of the renewal collective agreement shall have no retroactive effect whatsoever prior to the date of ratification by both parties, except as specifically and expressly noted.

5. Subject to review for errors and omissions.

FOR THE UNIVERSITY

[Signature]

FOR THE UNION

[Signature]
DATE AT TORONTO THIS 1ST DAY OF December 2017
SETTLEMENT:

- All previously agreed-to language
- All proposals as attached to this document
- All other proposals not expressly agreed upon are withdrawn
- No provisions are retroactive unless expressly indicated
- The term of the agreement shall be from July 1, 2017 to June 30, 2020
- The parties hereto agree that the Collective Agreement will be amended to ensure gender neutrality

- Financial
  - Effective date of ratification**, increase all wage rates in 'Schedule I: Wages' by 1.8%

**Provided that the University's offer is ratified by employees in the bargaining unit in accordance with the Labour Relations Act, 1995 before any legal strike date, the increases to wages rates in Schedule I: Wages and proposed to take effect on the date of ratification, will be retroactive to October 1, 2017.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
ARTICLE 5: NO DISCRIMINATION

5:01 The University and the Union agree to uphold the Ontario Human Rights Code and will not under any circumstances permit employment practices and procedures in contravention of it.

5:02 The Employer and the Union agree that there shall be no discrimination, interference, restriction, sexual harassment or coercion exercised or practiced with respect to any member of the Bargaining Unit in any matter concerning the application of the provisions of this Agreement by reason of age, race, creed, colour, nationality, ancestry or place of origin, ethnic origin, citizenship, religious or political affiliation or belief, sex, gender identity, gender expression, marital status, family status, sexual orientation, place of residence, record of offences unless the employee's record of offences is a reasonable and bona fide qualification because of the nature of employment, physical handicap or disability provided that such handicap or disability does not prevent the carrying out of required duties, nor by reason of non-membership, membership or activity in the Union.

The University and Union agree that there shall be no discrimination against employees with respect to terms and conditions of employment because of race, ancestry, place of origin, sex, gender orientation, gender identity, gender expression, religious belief, colour, ethnic origin, mother tongue, marital status, family status, political affiliation or belief, citizenship, sexual orientation, disability, age, or record of offences, as those terms are defined in the Ontario Human Rights Code (if applicable), subject to the Ontario Human Rights Code provisions related to bona fide occupational qualification.

5:03 The University and the Union are committed to equal opportunity in employment for women, aboriginal people, people with disabilities, and people who because of their race, colour, sexual orientation or gender orientation have been traditionally disadvantaged in Canada. The University and the Union are committed to employment equity and to achieving and maintaining a workforce representative of those pools of qualified individuals available for recruitment and promotion by the University.

Workplace Harassment

5:04 The University will provide an environment where members of the bargaining unit employees are not subjected to workplace harassment. Employees will not engage in workplace harassment. In assessing whether workplace harassment may have occurred, the definitions and standards set out in the Occupational Health and Safety Act and the Human Resources University's Workplace Harassment Program (including the University's Human Resources Guidelines on Civil Conduct, and the University's Guideline for Employees on Concerns and Complaints Regarding Prohibited Discrimination and Discriminatory Harassment), as they exist from time to time, although they do not form part of the collective agreement, shall be considered, including by an arbitrator in any arbitration pursuant to this section. The
University will notify the Union when any substantive changes are made to the Human Resources Guidelines on Civil Conduct and at the request of the Union will meet to discuss such changes. For clarity, the current Occupational Health and Safety Act defines "workplace harassment" as: "engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome."

For clarity, workplace harassment may occur while on University of Toronto premises and in work-related activities or social events occurring off-campus. For clarity, workplace harassment that occurs through electronic means is covered by this Article.

An employee may file a grievance alleging a course of conduct amounting to workplace harassment if, after the University has exhausted any applicable internal steps to respond to the situation, the employee is dissatisfied with the outcome or if, after 45 days have elapsed from the date the written complaint was brought to the attention of the University, identifying the conduct alleged to constitute workplace harassment, the University has not provided the employee with a response to the complaint. Such grievance will be filed at Step 3 (Three) of the grievance procedure. If not resolved at Step 3 (Three), the parties may agree to mediation or facilitation before an agreed upon mediator or facilitator before arbitration takes place. The mediation or facilitation will be confidential and without prejudice to the rights of either Party.

During any internal steps taken to resolve the situation, employees shall have the right to be accompanied by a Union representative.

Sexual Violence and Sexual Harassment

5:05 Sexual harassment shall be considered discrimination under Article 5:01 of this Collective Agreement.

For the purpose of this Collective Agreement, "sexual harassment" means:

1) Making submission to an unsolicited sexual advance or solicitation expressly or by implication, a term or condition of an employee's right to or continuation of or advancement in employment; and/or

2) Using or threatening to make use of rejection of an unsolicited sexual advance or solicitation as a basis for employment decisions affecting the employee; and/or

3) Physical conduct, occurring either on the Employer's premises or in the pursuance of a University activity or business, which emphasizes the sex or sexual orientation of one or more employees in a manner which the actor knows, or ought reasonably to know, creates for that employee or those employees an intimidating, hostile, or offensive working environment;
4) Verbal conduct or other forms of communication occurring either on the Employer's premises or in pursuit of a University activity or business:

- that is directed at one or more specific employees;
- that emphasizes the sex or sexual orientation of that employee or those employees which the actor knows, or ought reasonably to know, creates for that employee or those employees an intimidating, hostile, or offensive working environment;
- that exceeds the bounds of freedom of expression or academic freedom as these are understood in University policies and accepted practices, including but not restricted to those explicitly adopted.

5:06 An employee may elect to submit a grievance alleging sexual harassment under the Collective Agreement or to file a complaint under the Employer's Sexual Harassment Policy. The time period for filing a grievance shall be no longer than six (6) months.

If the employee elects to submit a grievance the employee shall have access to the same mediation process as in the Employer's policy prior to Step 1 of the grievance procedure. No information relating to the grievor's personal background or lifestyle shall be admissible during the grievance or arbitration process.

5:06 The University will provide an environment where employees are not subjected to sexual violence and sexual harassment. Employees will not engage in sexual violence and sexual harassment. In assessing whether sexual violence or sexual harassment may have occurred, the definitions and standards set out in the Ontario Human Rights Code, the Occupational Health and Safety Act and the University's Policy on Sexual Violence and Sexual Harassment, as they exist from time to time, although they do not form part of the collective agreement, shall be considered, including by an arbitrator in any arbitration pursuant to this section.

For clarity, University's current Policy on Sexual Violence and Sexual Harassment defines "sexual violence" as meaning: "any sexual act or act targeting a person’s sexuality, gender identity or gender expression, whether the act is physical or psychological in nature, that is committed, threatened or attempted against a person without the person's consent, and includes Sexual Assault, Sexual Harassment, stalking, indecent exposure, voyeurism, and sexual exploitation."

For clarity, the current Ontario Human Rights Code provides that "[e]very person who is an employee has a right to freedom from harassment in the workplace because of sex, sexual orientation, gender identity or gender expression by his or her employer or agent of the employer or by another employee." For further clarity, the current Ontario Human Rights Code defines harassment as "engaging in a course of vexatious comment or
conduct that is known or ought reasonably to be known to be unwelcome".

For further clarity, the University's current Policy on Sexual Violence and Sexual Harassment defines "sexual harassment" as including: "any sexual solicitation or advance made by a person in a position to confer, grant or deny a benefit or advancement to the person where the person making the solicitation or advance knows or ought reasonably to know that it is unwelcome. Sexual harassment also includes a reprisal or a threat of reprisal for the rejection of a sexual solicitation or advance, where the reprisal is made or threatened by a person in a position to confer, grant or deny a benefit or advancement to the person."

5:07 Employees making a report under the University's Policy on Sexual Violence and Sexual Harassment shall have the right to be accompanied by a Union representative at any stage of the process.

5:08 The time limit for making a report under the University's Policy on Sexual Violence and Sexual Harassment or filing a grievance alleging sexual harassment under this Collective Agreement shall be no longer than twelve (12) months after the occurrence of the matter that is the subject of the report/grievance. The parties may agree to extend the time limit for filing a grievance in cases where unusual circumstances beyond the employee's control prevented the employee from grieving within the time limit.

A grievance alleging sexual violence or sexual harassment shall be filed at Step 3. The Vice-President Human Resources & Equity (or designate) will give a written decision to the Union within sixty (60) working days of receipt of the written grievance. If the grievance remains unresolved, the Union may refer the grievance to arbitration pursuant to Article 14 of this Collective Agreement.

5:09 No information relating to the grievor's personal background or lifestyle shall be admissible during the grievance or arbitration process.

5:10 An employee who makes a report of sexual violence or sexual harassment may request, through the Union, to discontinue contact with the respondent. Every effort shall be made to separate the parties in their employment relationship, without the complainant suffering any penalty. The University and the Union agree to treat requests to discontinue contact as confidential to those directly involved.

5:11 Witnesses who give Information and/or evidence in a complaint of sexual violence or harassment shall suffer no penalty or reprisal.

5:12 In the event the University decides to investigate a Report of sexual violence and/or sexual harassment under the Policy on Sexual Violence and Sexual Harassment, where both the Complainant and the Respondent are CUPE 1230 members, both the Complainant and the Respondent shall be entitled to raise an objection to the University's choice of investigator on the basis of procedural fairness with respect to the choice of investigator, within six (6)
working days of being notified of the choice of investigator. The Complainant or Respondent making such objection shall provide the reasons and grounds therefor. The University shall give due consideration to all such objections and respond in writing within four (4) working days of receiving the objection. In its response, the University shall either replace the investigator or provide the rationale for the University's decision not to replace the investigator. All objections and related correspondence and decisions will be retained for the record.

Racial Discrimination

5:13 An employee who files a grievance under the collective agreement alleging that the employee has been discriminated against because of race contrary to Article 5:02 may, if the employee chooses, meet with the University's Anti-Racism and Cultural Diversity Officer prior to Step 1 of the grievance procedure and may be accompanied by a Union representative if the employee so chooses. Thereafter an employee may resume the grievance process.

General Harassment

5:14 The parties agree that employees will neither engage in nor be subject to threats of physical abuse or physical harm.

No Reprisal

5:07 Every employee may bring forward, provide information regarding, assist, or otherwise be involved in the resolution of a complaint without fear of retaliation or reprisal, including but not limited to disciplinary action or discharge, whether that complaint is brought forward through a grievance under the collective agreement or a complaint in accordance with another University Policy or Guideline, provided that the employee is not acting in bad faith or in a manner that is vexatious or otherwise clearly improper.

The University and the Union agree that there will be no intimidation, discrimination, interference, restraint or coercion exercised or practiced by either of them or their representatives because of an employee's membership or non-membership in the Union, because of an employee's activity or lack of activity in the Union, or because of an employee filing or not filing a grievance pursuant to the provisions of this Agreement.

Further, every employee has a right to a workplace free of harassment, discrimination, reprisal or retaliation. Accordingly, every employee may bring forward, provide information regarding, assist, or otherwise be involved in the resolution of a complaint without fear of retaliation or reprisal, including but not limited to disciplinary action or discharge, whether that complaint is brought forward through a grievance under the collective agreement or a complaint in accordance with another University Policy or Guideline, provided
that the employee is not acting in bad faith or in a manner that is vexatious or otherwise clearly improper. For clarity, there will be no reprisals against any employee who brings forward a complaint of harassment and/or discrimination within the meaning of Article 5 of this collective agreement provided that they are not acting in bad faith or in a manner that is vexatious or otherwise clearly improper. Both Respondents and Complainants shall be made aware of this Article.

Any allegation(s) of reprisal or retaliation may be the subject of a grievance commencing at Step 2 (Two) of the Grievance Procedure.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
Arbitration Leave

7:04 The Employer agrees that the President, the Chief Union Steward, the Steward and the grievor involved in the processing of the grievance will be paid at their regular wage rate during their attendance at arbitration or mediation hearings. It is understood no payment for time lost shall be made for attendance at such hearings to Union witnesses.

For the University

[Signature]

For the Union

[Signature]

November 25, 2007

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
The Employer agrees that Stewards-At-Large or the Chief Steward or the President of the Local shall be given the opportunity of interviewing each new employee once, during the probationary period, for the purpose of informing such employees of the existence of the Union at the Library. Where there are a number of employees to be interviewed, it is agreed that it shall be done on a group basis. The Employer shall advise the Union of the names of the persons to be interviewed, and the time and place for such interview, the duration of which shall be reasonable but not more than sixty (60) minutes. Normally this interview shall be coincident with the orientation provided by the Employer.

For the University

For the Union

November 28, 2017

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
Union Representation

9:01 When an employee is summoned to the Supervisor's office for an interview concerning discipline or conduct or unsatisfactory work performance, or for an interview or meeting or discussion including matters under investigation which may lead to discipline, the Supervisor will inform the employee of the employee's right to have a Union Steward present prior to discussing the matter with the employee. The Employer will arrange for a Union Steward to be present without undue delay and without further discussion of the matter. The Union Steward shall be present during such interview unless the employee requests otherwise and completes Appendix "A" to so indicate in the presence of the Union Steward. The Union shall receive a copy of Appendix A. Whether or not the Steward is present at the meeting, if discipline results, a contact form will be completed and given to the employee. The Employer will supply a copy to the Union within forty-eight (48) hours of the meeting.

Unless a contact form is so issued, no disciplinary action will be considered to be recorded. At the employee's request, the Employer shall supply a copy of any document relevant to the matter in question in the employee's Human Resources file.

For the University

[Signature]

For the Union

[Signature]

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
General

18:01 Subject to the written approval of the Library Manager of Human Resources, any employee may be granted a leave of absence without pay because of personal illness or for valid personal or academic reasons. All applications for leave of absence must be made in writing and submitted to the Library Manager of Human Resources. Any extension of a leave of absence must also be applied for and granted in writing.

Employees who have been granted a leave of absence shall retain their hours worked and shall not lose their status on the Preferred Hiring List.
Compassionate Care Leave

18:05  The University will grant compassionate care leave of up to a maximum of eight (8) weeks to employees who take a leave of absence under in accordance with the Family Medical Leave applicable provisions of the Ontario Employment Standards Act.

For the University

For the Union

November 28, 2017  3:27 AM

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
NEW ARTICLE

18:06 If a child is born to a Student Casual employee who is a non-birth parent while such Student Casual employee is at work, then the employee shall be granted leave with pay for the remainder of the scheduled shift during which the birth occurred.

For the University

[Signature]

For the Union

[Signature]

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
ARTICLE 22: HEALTH AND SAFETY

22:01 The University is committed to the prevention of illness or injury through the provisions and maintenance of healthy and safe conditions on its premises. The University endeavours to provide a hazard free environment and minimize risks by adherence to all relevant legislation, and where appropriate, through development and implementation of additional internal standards, programmes and procedures.

The University requires that health and safety be a primary objective in every area of its operation and that all persons utilizing University premises comply with procedures, regulations and standards relating to health and safety.

The University shall acquaint its employees with such components of legislation, regulations, standards, practices and procedures as pertain to the elimination, control and management of hazards in their work and work environment. Employees shall work safely and comply with the requirements of legislation, internal regulations, standards and programmes and shall report hazards to their immediate Supervisor or designate, in the interests of the health and safety of all members of the community.

The University recognizes the right of workers to be informed about hazards in the workplace to be provided with appropriate training, to be consulted and have input, and the right to refuse unsafe work where there is an immediate danger to their health and safety or health and safety of others.

Employees will wear, and the University will supply, protective clothing and other devices which the University requires employees to use to protect employees from injuries arising from their employment.

The University will continue to respect the functions and guidelines established for the Joint Health and Safety Committee for the duration of the Collective Agreement. It is understood that should there be changes in the applicable legislation, the Parties will meet to discuss the implications. All copies of minutes of Joint Health and Safety Committee meetings will be forwarded to the Union Office via electronic mail.

It is further agreed that the Union may submit a grievance should the University unilaterally amend or abrogate the terms of the Joint Health and Safety Committee. Terms of Reference, and/or fail to provide adequate paid time off for worker members to carry out their Joint Health and Safety Committee duties as specified in this Agreement. Such grievances will be submitted in accordance with the provisions specified under Articles 11, 12, 13 and 14 of the Collective Agreement.

For the University

For the Union

November 28, 2017

Terms of Reference, and/or fail to provide adequate paid time off for worker members to carry out their Joint Health and Safety Committee duties as specified in this Agreement. Such grievances will be submitted in accordance with the provisions specified under Articles 11, 12, 13, and 14 of the Collective Agreement.
NEW

23:05 An employee in the Student Casual bargaining unit who applies for any vacant position arising out of article 23:01 of the CUPE 1230 Full-Time and Part-Time collective agreement will be notified of the outcome of the employee's application. If unsuccessful, such an employee may request, and will be given, informal advice on how to prepare for such future job postings. This provision shall not be subject to Article 11: Grievance Procedure.

For the University

For the Union

December 1, 2017

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
ARTICLE 24: PREFERRED HIRING

24:01 When an employee has satisfactorily completed the last sessional term of employment, the employee shall be given preference for employment in the same classification where there is a vacant position at the commencement of the next session, providing the University of Toronto student status is maintained, in accordance with Article 25:01 of this Collective Agreement. Preference in hiring shall be based on the number of sessions worked total number of hours worked in the previous session provided the employee is otherwise capable of performing the duties of the vacant position. Hours worked during the summer session shall not be counted in the application of preferred hiring. However, preference in hiring for the summer session shall be based on the same criteria and subject to the same requirements as for the academic session. For clarity, enrolment in a course or courses is not required for employment during the summer session. Vacancies shall be posted in the Library, unless mutually agreed by the Parties to waive posting. Employees will be required to complete an application form and submit same to the office as indicated within the time specified on the posting. The minimum period for preferred hiring for application of clause 24:01 requires that an employee commence work not later than November 1 and terminate not earlier than April 15 in that session. Preferred hiring status shall cease and shall not be re-instituted once an employee has been employed for five (5) sessions or more as an SLA, GSLA, AHDA or ACAFA.

24:02 Preference when assigning Student Library Assistant/Assistant Computer Access Facility Attendant, Graduate Student Library Assistant/Assistant Help Desk Advisor positions and schedules shall be based on the total number of hours worked in the previous session number of sessions worked. Preference for schedules to be worked shall be indicated upon response to the posting by the applicant.

For the University

For the Union

December 1, 2017

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
Student Library Assistant/Assistant Computer Access Facility Attendant (SLA/ACAFA): Is a University of Toronto student in good standing enrolled in a course or courses leading to a degree or diploma covering the majority of the academic session or registered in the School of Graduate Studies, who is hired to work during the academic session, and whose appointment is limited to the academic session. Failure on the employee's part to be enrolled in a course or courses covering the majority of the academic session will result in immediate loss of employment. For purposes of this article the majority of the academic session is defined as the period from the first week of the course to the day following the last date established for dropping the course without academic penalty, applicable to both full and half courses. Should an employee in a SLA/ACAFA classification cease to be a student at any time during the academic session for which they are appointed their employment shall cease immediately. In the event of extenuating circumstances an employee who does not fulfill the above requirements may make a request to the Library Manager Human Resources for an exemption.

A Graduate Student Library Assistant/Assistant Help Desk Advisor (GSLA/AHDA): Is a University of Toronto graduate student in good standing who is hired to work during the academic session in a position requiring a graduate student and whose appointment is limited to the academic session. Should an employee in a GSLA/AHDA classification cease to be a student at any time during the academic session for which they are appointed their employment shall cease immediately. In the event of extenuating circumstances an employee who does not fulfill the above requirements may make a request to the Library Manager Human Resources for an exemption. The Employer may consider qualified undergraduate student applicants at the same time as qualified graduate student applicants for the AHDA classification.

The Employer retains the right to verify student enrolment status at the time of hiring and the period immediately following any academic penalty drop date any time during the academic session.

Enrolment in a course or courses is not required for employment during the summer session.

For the University

For the Union

November 28, 2017 3:28 AM

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
Notification of Change of Status

26:03 Every employee shall be individually responsible for notifying the Employer within five (5) working days of a change of address, telephone number (except unlisted numbers), family status, name, income tax status, insurance beneficiary, next of kin and any other reasonable information pertaining to personal records.

For the University

[Signature]

For the Union

[Signature]

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
26:06 The Employer agrees that, employees shall be entitled to request copies of documents in their Human Resources file, to which they are entitled in accordance with the University's Policy on Access to Information and Protection of Privacy. Such requests must be made in writing to the Library Manager Human Resources. The Employer reserves the right to assess a fee for providing copies of such documentation, consistent with the cost incurred by the Employer in responding to such requests.

For the University

For the Union

November 25, 2017 - 12:53 AM

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
NEW ARTICLE: PREGNANCY

33:04 In assessing the health and safety of work, the University shall consider the special risks that may apply during pregnancy. Pregnant employees may request a workplace assessment by the Office of Environmental Health and Safety. Where risks or hazards are identified by EH&S through such an assessment the University will arrange reasonable accommodation, including but not limited to options such as reassignment or leave.

For the University

For the Union

November 28, 2017

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
ARTICLE 36: TRAINING/ CAREER DEVELOPMENT

Departmental Training

36:01 The Employer shall provide Departmental training related to the employee's position in accordance with the attached Letter of Intent: Departmental Training.

Training for Career Development

36:02 The University recognizes the value of employees in achieving its mission and contributing to its excellence. In this regard, the Union and the University recognize that training and career development are important components in achieving these objectives, in that they better enable all employees to fulfill their potential and contribute to the University. Employees pursuing career development opportunities will maintain jointly with their manager, individual career development plans. It is recognized that training can encompass a multitude of forms, in addition to formal training and training offered through Organizational Development & Learning Centre, including but not limited to cross training opportunities, informal and formal training opportunities, project related training assignments, and job shadowing opportunities. It is understood that such short term arrangements shall be viewed as training and career development opportunities; short term opportunities may be cancelled by either party with reasonable notice. It is understood that such short term arrangements are not intended to address staffing issues.

Employees may request from the Employer training and career development related to the employee's position or as part of the agreed upon career development plan. Such training and career development opportunities will be approved at the Employer's discretion subject to operational requirements, cost and the availability of programs. Such requests would not be unreasonably withheld.

For the University

For the Union

November 20, 2017 12:34 PM

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.

UofT & CUPE Local 1230 Student Casual
NEW

LETTER OF UNDERSTANDING: Domestic Violence

DATE

Ms. Leanne MacMillan
National Representative
Canadian Union of Public Employees, Local 1230
80 Commerce Valley Drive East
Markham, Ontario
L3T 0B2

Dear Ms. MacMillan,

The University and the Union agree that all employees have the right to be free from domestic violence. The University recognizes the importance of providing timely and flexible assistance and support to employees experiencing domestic violence. Such assistance and support must be specific to individual needs. Accommodation and support that may be considered include but are not limited to leaves of absence under various provisions of this Collective Agreement and access to campus and community support, including Human Resources, Health & Well-Being Programs & Services, the Community Safety Office, the Employee Family Assistance Program (EFAP), and the Sexual Violence Prevention and Support Centre.

Yours truly,

Alexander Brat
Executive Director, Labour Relations

For the University

For the Union

UofT & CUPE Local 1230 Student Casual
LETTER OF INTENT: Legislative Changes

If Bill 148, Fair Workplaces, Better Jobs Act, 2017 legally requires any adjustment(s) to any of the wage rates in Schedule I: Wages in order to bring the University in compliance with said legislation, then any such adjustment(s) will be implemented and will be effective on May 1, 2019, notwithstanding the applicable provision of Bill 148 which may permit a later effective date.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
LETTER OF INTENT: FACULTY OF INFORMATION GSLA - TALint

April 12, 2016

Date

Leanne MacMillan
National Representative
Canadian Union of Public Employees, Local 1230
80 Commerce Valley Drive East
Markham, Ontario
L3T 0B2

Dear Ms. MacMillan,

As discussed during 2012/13 collective bargaining, the University is interested in providing opportunities to its graduate students in the Faculty of Information to develop practical skills that build on their studies and provide training in the practice of librarianship. To that end, the University intends to implement a graduate assistant/internship program to provide practical training and work experience for these graduate students.

Faculty of Information GSLAs - TALint are graduate students within the Faculty of Information who are studying to become academic librarians/pursuing a Master of Information who are hired for a term not to exceed two (2) years. Faculty of Information GSLA - TALint positions shall be awarded at the sole discretion of the University and shall not be subject to the preferred hiring or the job posting provisions of the Collective Agreement.

The University agrees to review the program with the Union at least three (3) months prior to its implementation. The University further agrees that no existing GSLA will be displaced as a direct result of the implementation of this program. A maximum of thirty (30) Faculty of Information GSLA - TALint positions will be created.

Yours Truly,

Alexander Brat
Executive Director, Labour Relations

For the University

For the Union

UofT & CUPE Local 1230 Student Casual
The University and the Union agree to RENEW, AMEND or DELETE as specified below the following Letters of Intent for the term of the renewal Collective Agreement:

- Letter of Intent: Memorandum of Agreement: Adjustment of Hours
- Letter of Intent: Accommodation SLS, GSLA, AHDA, AND ACAFA
- Letter of Intent: Provision of Office Space
- Letter of Intent: Departmental Training
- Letter of Intent: Biometrics
- Letter of Intent: Faculty of Information GSLA

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.