MEMORANDUM OF AGREEMENT

BETWEEN

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

and –

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 3261 – 89 CHESTNUT
(hereinafter called “the Union”)

MEMORANDUM OF AGREEMENT FOR A RENEWAL COLLECTIVE AGREEMENT

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 the date of ratification to December 31, 2020.

3. 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.

4. All attached items numbered 1 to 38 are incorporated.

FOR THE UNIVERSITY

FOR THE UNION

[Signatures]

[Signatures]
DATED AT TORONTO THIS 11th DAY OF APRIL, 2018
University of Toronto Economic Proposal - CONFIDENTIAL – April 11/18 @ 3:15am

1) Wage Increases:

   Effective date of ratification** Wage Increases per attached Schedule B Wages

   April 1, 2019  2.00% ATB increase per attached Schedule B Wages
   April 1, 2020  1.50% ATB increase per attached Schedule B Wages

**Provided that the University's offer is ratified by employees in the bargaining unit in accordance with the Labour Relations Act, 1995 by April 18, 2018, the increases set out above and proposed to take effect on the date of ratification will be retroactive to March 26, 2018.

2) Agree to align the following pension and health care benefits levels for full-time and part-time employees with those provided to full-time and part-time (pro-rated) employees covered by the CUPE 3261 Full-Time & Part-Time collective agreement:
   - Extended Health Care
   - Dental Care
   - Vision Care
   - Basic Life Insurance
   - Pension
   - University of Toronto Joint Membership Plan

3) Amend 'Schedule B: Wages' such that that 'New Hire Rate' is 80% of full rate for 6 months but must be at least ESA minimum

4) Letter of Understanding: Red Seal Premium - $1 per hour if Red Seal certified AND in either the Chef de Partie OR the Lead Cook classifications

For the University

For the Union

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

UofT & CUPE Local 3261 – 89 Chestnut
ARTICLE 1: PURPOSE

The general purpose of this Agreement is to establish and maintain mutually satisfactory working conditions, hours and wages, all as set out herein, and to provide the applicable procedure for settling grievances which may arise hereunder, so as to maintain harmonious relations between the Employer and the Employees covered by this Agreement, and to assist the Employer in the most efficient operation of its business, secure the benefits of collective bargaining, a method of settling any difference between the parties arising from the interpretation, application, administration or alleged violation of this Agreement and to set forth the terms and conditions of employment applicable to employees in the bargaining unit and matters to be observed by the University and the Union.

For the University

For the Union

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

UofT & CUPE Local 3261 – 89 Chestnut
ARTICLE 2: RECOGNITION AND SCOPE

2.01 The Employer recognizes that the Union is the sole and exclusive bargaining agent for all employees of the Employer at (Chestnut Residence and Conference Centre) save and except supervisors, persons above the rank of supervisor, office and sales staff (including front desk clerks, front desk cashiers, payroll clerks, accounting clerks, audit department staff, secretaries), and security personnel (including timekeepers) - the Canadian Union of Public Employees as the bargaining agent for all employees of the Governing Council of the University of Toronto at 89 Chestnut Street in the City of Toronto, save and except supervisors, persons above the rank of supervisor, students (including residence dons), and persons covered by subsisting collective agreements.

2.02 The Employer agrees to include any newly established job classification falling within the bargaining unit, as defined in Article 2.01 hereof, and to negotiate rates of pay for such classification.

2.03 The parties recognize that work or duties presently assigned to bargaining unit employees will not be assigned to others excluded from the bargaining unit. It is understood that non-bargaining unit employees may perform work to account for situations such as emergency, in the event of unforeseen absences / circumstances, in order to assist bargaining unit employees in providing quality service and for purposes of instruction. It is further understood that the above shall not result in bargaining unit employees being displaced, replaced or having their hours reduced or to the extent that bargaining unit employees are deprived of overtime work assignments.

For the University

For the Union

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Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
ARTICLE 3: MANAGEMENT RIGHTS

3.01 The Union acknowledges that it is the exclusive function of the Employer to:

(a) maintain order, discipline and efficiency;
(b) hire, classify, direct, transfer, promote, demote, layoff and recall, and with just cause, to suspend, discipline or discharge employees, subject to the right of an employee to lodge a grievance in the manner and to the extent hereinafter provided;
(c) to maintain and enforce reasonable rules and regulations to be observed by employees;
(d) generally to manage the enterprise, in which the Employer is engaged, and without restricting the generality of the foregoing, to plan, direct and control operations, to direct the work force, to determine the number of personnel required from time to time, to determine the quality of service and processes, methods and procedures to be employed, schedules of work and production, standards of performance; to select, procure and control supplies, material, products and produce, to determine the extension, limitation, curtailment or cessation of operations and all other rights and responsibilities of management not specifically modified in this Agreement.

3:02 In the event of the Employer establishing any new job classifications or positions within the bargaining unit, the Employer will discuss the terms of the job classification or position with the Union prior to the establishment of the aforementioned job classification or position. Nothing in this Article shall be interpreted to prevent the Employer from establishing any new job classification or position and staffing same in accordance with the terms of this Agreement. If the Employer and the Union are unable to agree upon the classification of the job, the matter may be referred to the Grievance and Arbitration Procedure of this Agreement.

3:03 The Employer agrees that where changes to a job posting are required, which will change the classification of the position, the University will review the changes with the Union as outlined in Article 3:02.

3:04 The Employer agrees that where changes to a job description are required, which will change the classification of the position, the University will review the changes with the Union as outlined in Article 3:02.

3:05 Employees who are not in the bargaining unit will not regularly perform the duties normally carried out by those employees who are covered by this Agreement, except for the purposes of instructions, experimenting, investigating, or in emergencies when regular employees are not available or to assist bargaining unit employees in providing quality service.
3:06 The Employer agrees that these functions will be exercised in a manner consistent with the provisions of this Agreement and in such a way as to promote a harmonious relationship with the employees.

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 4: RELATIONSHIP

4.01 The Employer and the Union agree that there will be no intimidation, discrimination, interference, restraint or coercion exercised or practiced by either them or their representatives, of an employee's membership or non-membership in the Union or because of their activity or lack of activity in the Union.

4.02 The Union undertakes that no Union activity shall be carried on in the premises, except as otherwise provided herein.

4.03 A properly authorized representative(s) of the Union "Union Representative" shall have access to the premises at all reasonable times for purposes of adjusting grievances, negotiating the settlement of disputes and for carrying into effect the purposes of this Agreement. Union Representatives shall, upon arrival at the Residence, advise the Manager, Chestnut Residence and Conference Centre of the visit and shall be subject to all security rules of the Residence.

4.04 The Employer and Union will not condone personal harassment of any sort or discrimination that is based on sex, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, age, record of offences, marital status, sexual orientation, gender identity, gender expression, family status or disability, or for any other grounds declared unlawful by Ontario Human Rights legislation. The Employer agrees to provide the Union with a copy of its policy with respect to harassment. The University and the Union agree to uphold the Human Rights Code and will not under any circumstances permit employment practices and procedures in contravention of it.

4.05 The Employer and the Union shall not discriminate against an employee because of membership or activity in the Union, or the exercise of the employee's lawful rights, or with respect to terms or conditions of employment on the grounds of race, creed, colour, age, sex, gender identity, gender expression, marital status, family status, religion, nationality, ancestry or place of origin, ethnic origin, citizenship, political affiliation or belief, record of offences unless the employee's record of offences is a reasonable and bona fide qualification because of the nature of employment, sexual orientation, sexual minority, place of residence, physical handicap or disability, providing that such handicap or disability does not clearly prevent the carrying out of the required duties. Employees covered by this Agreement who feel that they have suffered discrimination shall have the right to seek redress in accordance with the Grievance Procedure.

4.06 Violation by an employee of any of the foregoing provisions may be cause for discharge or discipline by the Employer.

Workplace Harassment

The University will provide an environment where members of the bargaining unit are not subjected to workplace harassment. In assessing whether workplace harassment may have occurred, the definitions and standards set out in the University's Civility Guidelines, although they do not form part of the collective agreement, shall be considered, including by an arbitrator, in any arbitration pursuant to this section.

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
without prejudice to the situation, the employee is dissatisfied with the outcome. Such grievance will be filed at Step 2 of the grievance procedure. If not resolved at Step 2, mediation or facilitation before an agreed-upon mediator or facilitator must occur 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.

4:07 The University will provide an environment where 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 University's Workplace Harassment Program (including the University's Human Resources Guideline 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. 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. The University will notify the Union when any substantive changes are made to the University's Civility Guidelines and at the request of the Union will meet to discuss such changes.

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 of the grievance procedure. If not resolved at Step 3, 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

4:08

(i) Sexual harassment shall be considered discrimination under Article 4:05 of this Agreement.

(ii) 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, the 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."

(iii) 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.

(iv) 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 Executive Director, Labour Relations (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.

(v) No information relating to the griever's personal background or lifestyle shall be admissible during the grievance or arbitration process.

(vi) 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.

(vii) Witnesses who give information and/or evidence in a complaint of sexual violence or harassment shall suffer no penalty or reprisal.

(viii) 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 employees covered by a Collective Agreement between the Governing Council of the University of Toronto and CUPE 3261 (whether Full-Time & Part-Time or Casual), 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.

No Reprisal

4:09 The University and the Union agree that 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 4 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 Two of the Grievance Procedure.

Racial Discrimination

4:10 An employee who files a grievance under the Collective Agreement alleging that they have been discriminated against because of race contrary to Article 4:05 may, if they choose, meet with the University’s Anti-Racism & Cultural Diversity Officer prior to Step 1 of the grievance procedure and may be accompanied by a Union Representative if they so choose. Thereafter an employee may resume the grievance process.
General Harassment

4:11 The parties agree that employees will neither engage in nor be subject to threats of physical abuse or physical harm.

Employment Equity

4:12 The University and the Union are committed to equal opportunity in employment for women, aboriginal peoples, 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.

For the University

[Signature]

For the Union

[Signature]

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

UofT & CUPE Local 3261 – 89 Chestnut
ARTICLE 5: STRIKES OR LOCKOUTS

5.01 The Union agrees while this Agreement is in force, there will be no strike, slowdown, sit-down, stoppage of work or any act intended to interfere with work or the Employer's operations. The Employer agrees that there will be no lock-out while the Agreement is in force. The parties mutually agree that a dispute arising out of the operation of this Article 5.01 may be dealt with under the grievance procedure (Article 7) of this Collective Agreement. and undertakes that there will be no strikes, as defined in the Labour Relations Act and the Employer agrees and undertakes that there will be no lockout as defined in the Labour Relations Act during the term of this Agreement.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
ARTICLE 6: REPRESENTATION

6.01 The Employer acknowledges the right of the Union to appoint or otherwise select one (1) Union Steward per Department (as listed in Article 11.02(b), one of whom shall be selected as Chief Union Steward. For clarity, the parties agree that up to one (1) of the selected Union Stewards may act as a floating Steward unattached to a specific Department. Such Union Stewards shall assist employees in presenting grievances to the Employer. It is understood that an employee must have completed their probationary period to be eligible for appointment as a Union Steward.

6.02 The Union shall keep the Employer notified in writing of names of the Union Stewards, the Departments each represents and the effective date of their appointment.

6.03 The Union acknowledges that Union Stewards have regular duties to perform on behalf of the Employer, and such persons will not leave their regular duties without first obtaining the permission of their immediate supervisor, or in their absence the Manager, Chestnut Residence and Conference Centre or their designate, and when resuming their regular duties, will report again to their immediate supervisor, or in their absence, the Manager, Chestnut Residence and Conference Centre or their designate.

6.04 The Employer acknowledges the right of the Union to appoint or otherwise select a Negotiating Committee of not more than six (6) employees from within the bargaining unit, who have completed their probationary period. Not more than one (1) employee shall be appointed or otherwise selected from a Department set out in Article 11.01b, of this Agreement. The Negotiating Committee shall be responsible for presenting bargaining unit proposals and negotiating the renewal of this Collective Agreement with the Employer. The Negotiating Committee shall be paid at straight time rates to a maximum of eight (8) hours per day for time spent in negotiations.

6.05 The Employer undertakes to introduce new employees to the Union Steward during the employee’s first week of employment. The Union Steward will be given the opportunity to provide the new employee with introductory information including the Collective Agreement.

Union Management Committee

6.06 The Union and the Employer acknowledge the mutual benefit of open two-way communication. Therefore, the parties agree to the establishment of a Joint Union Management Committee to meet on a quarterly basis. The Committee is to be made up of the Union Representative, Shop Stewards, Manager, Chestnut Residence and Conference Centre, Director of Labour Relations or Designate, and Director of Human Resources. The mandate of the Committee is to discuss and whenever possible resolve issues of common interest, consisting of four (4) representatives from the Employer and four (4) representatives selected by the Union, one (1) of which shall be the Local Union President or designate. The Staff Representative of the Union may also attend such meetings. Meetings will be held on a quarterly basis and each
party shall submit to the other a written agenda, fourteen (14) calendar days before the upcoming meeting. Meetings will not be used to discuss matters which are the subject of a grievance, or to discuss any matters which are, at the time, the subject of collective bargaining nor can the Committee alter, modify or amend any part of the collective agreement. A representative of each party shall be designated Co-Chairperson, and the two (2) persons so designated shall alternate presiding over meetings.

Local Union President

6:07 The Employer agrees that there also shall be one Union President for Local 3261, elected or appointed from any of the bargaining units represented by Local 3261. The Union will notify the Employer in writing of the appointment of the Local Union President.

6:08 Provided the leave will not unduly interfere with operations, the Employer shall grant a leave of absence for employees at the request of the Union upon ten (10) working days written notice. A shorter notice period may be considered by the Employer in exceptional or unforeseen circumstances. The Employer shall continue the wages and benefits of such employees. The Union shall reimburse the Employer for such wages and benefit payments upon receipt of a statement of the amount owing.

Arbitration and Mediation Leave

6:09 The Employer agrees that the Chief Steward and the grievor involved in the processing of the grievance shall not suffer any loss of regular wages 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]

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
ARTICLE 7: GRIEVANCE PROCEDURE

7.01 It is the mutual desire of the parties that complaints of employees shall be adjusted as quickly as possible. It is understood that an employee has no grievance until they have first given their immediate supervisor an opportunity to address their complaint. They shall discuss it with their immediate supervisor within five (5) days after the circumstances giving rise to the complaint have originated or occurred. Failing settlement, it may then be taken up as a grievance within five (5) days following advice of the immediate supervisor’s decision, in the following manner and sequence:

Step 1
The Employee, who may be accompanied by their Union Steward, shall present their grievance, in writing, to the Department Head/Manager/Director. The grievance shall be signed by the employee and shall set out the particulars of the grievance, the section(s) of the Agreement which the employee alleges has been violated and the remedy sought. The Department Head/Manager/Director shall deliver their decision, accompanied by their reason(s), in writing, five (5) days following the presentation of the grievance to them.

Step 2
Failing satisfactory settlement in Step 1, the written grievance shall be submitted by the employee, within three (3) days after the Department Head/Manager/Director’s decision is given, to the Director of Human Resources. The grievance shall be accompanied by written reasons for the rejection of the Department Head’s decision at Step 1. A meeting will be held within five (5) days between the Director of Labour Relations and the employee concerned and the Union Steward. A staff representative of the Union and/or the Chief Union Steward may be present at the request of the Employer or the employee, or at the Union’s discretion. It is understood that the Director of Labour Relations shall have such assistance as they may desire at the meeting. The decision of the Director of Labour Relations shall be delivered in writing within five (5) days to the Union.

7.02 Failing settlement under the foregoing procedure, of any grievance between the parties, arising from the interpretation, application, administration or alleged violation of this Agreement, including any question as to whether a matter is arbitrable, such grievance may be submitted to arbitration as hereinafter provided. Prior to referring a grievance to arbitration, the parties may discuss the possibility of mediation, in the interest of resolving disputes as early as possible. If no written request for arbitration is received within fifteen (15) days after the decision under Step 2 is given, the grievance shall be deemed to have been settled.
7.03 Where no written decision had been given within the time limits specified, the grievance may be submitted to the next step of the foregoing procedure, including mediation/ arbitration.

7.04 It is agreed that a grievance of policy arising directly between the Employer and the Union shall be originated under Step 2 within thirty (30) days after the circumstances giving rise to the complaint have originated or occurred. It is understood, however, that this section shall not be used to bypass the regular grievance procedure.

7:01 An employee having a grievance, or one designated member of a group having a grievance, will first take up the grievance within fifteen (15) working days after the occurrence of the matter which is the subject of the grievance with their supervisor, who will attempt to adjust it. In the event the supervisor is not able to adjust the grievance, the supervisor will arrange to send for the Union Steward without undue delay and without further discussion of the grievance.

7:02 Time limits set forth in the Grievance or Arbitration procedures may be extended by mutual agreement in writing between the parties hereto. Saturdays, Sundays and paid holidays will not be counted in determining the time within which any action is to be taken or completed under the Grievance or Arbitration procedures.

Step One

7:03 The Union Steward and the employee will attempt to adjust the grievance with the supervisor before it is given to the supervisor in writing.

7:04 If the grievance is not adjusted by the supervisor, it shall be reduced in writing on an employee grievance form provided by the Union and signed by both the Union Representative and the employee involved. The Union will endeavour to provide a copy of the grievance to the Labour Relations Department. The supervisor shall give the answer in writing to the Union Representative without undue delay, but not more than ten (10) working days after the grievance has been presented in writing.

Step Two

7:05 If the grievance is not settled at Step One, the written grievance may be referred to the proper Designated Authority* at the location where the grievor is employed, by the Local Union President within ten (10) working days after receiving the answer in writing. A meeting shall be arranged by the Designated Authority within ten (10) working days of receiving the grievance. Either party may request the presence of the grievor and the Union Steward at the meeting. The Designated Authority shall give the answer in writing to the Local Union President without undue delay but not later than ten (10) working days after the said meeting.
* Designated Authority (see Schedule C)

Step Three

7:06 If the grievance is not settled at Step Two, a written grievance may be referred to the Executive Director, Labour Relations or designate by the Local Union President within ten (10) working days of receiving an answer in writing from the Designated Authority. Either party may request the presence of the grievor, Union Steward, Local Union President and the CUPE National Representative, supervisor or Designated Authority to attend the meeting to present evidence or give assistance in the settlement of the grievance. A meeting shall be arranged by the Executive Director, Labour Relations or designate with the Local Union President within ten (10) working days of receipt of the grievance in order to resolve the dispute. The Executive Director, Labour Relations or designate shall give the reply in writing within ten (10) working days if the grievance is not settled at this meeting.

Policy or Group Grievance

7:07 A grievance of the Employer, or a policy grievance of the Union, which is distinguished from an individual employee’s or group grievance, must be sent to the Executive Director, Labour Relations, or designate or to the Local Union President, as the case may be, within fifteen (15) working days after the occurrence of the matter which is the subject of the grievance. The parties shall meet to discuss any such grievance within ten (10) working days, then either party may notify the other party in writing within a further period of ten (10) working days, that it intends to proceed to arbitration. Such notification shall contain details of the grievance, a statement of the exact matter in dispute and a statement of the relief sought from an arbitrator or arbitration board.

7:08 Where it appears that two (2) or more employees have the same grievance, the Union shall process the grievances as one (1) grievance subject to all application provisions under the grievance procedure, provided that such grievance shall commence at Step 1.

Discharge Grievance

7:09 An employee who has been discharged, may submit a grievance in writing on a form supplied by the Union signed by both the Union Representative and the employee involved, to the Executive Director, Labour Relations or designate, within ten (10) working days after the discharge. The Executive Director, Labour Relations or designate shall meet with the Local Union President and the grievor within ten (10) working days of receipt of the grievance. Either party may request the presence of the grievor, Union Representative, Local Union President and the CUPE National Representative, supervisor or Designated Authority to attend the meeting to present evidence or give assistance in the settlement of the grievance.
If the grievance is not settled at this meeting, then either party may notify the other in writing within a further period of ten (10) working days after the date of the meeting that it intends to proceed to arbitration as herein before set out.

Grievance Mediation

7:10 The parties are committed to the early settlement of grievances and as such mutually agree that the process of grievance mediation is a valuable tool in arriving at mutually agreeable grievance settlements. In this regard the parties agree that by mutual agreement on a “case-by-case” basis, grievances may be referred to private grievance mediation prior to the grievance being heard by a sole arbitrator or a board of arbitration as set out in this Collective Agreement. In such circumstances the parties shall by mutual agreement select the grievance mediation company and they shall jointly and equally bear the fees and the expenses of the mediator.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
ARTICLE 8: DISCHARGE CASES

8.01 It is recognized that probationary employees may be released for reason less serious than in the case of the discharge of an employee who has completed their probationary period.

New employees will be considered probationary employees for the first fifty (50) ninety (90) working days worked. It is recognized that a period of probation is a period during which the Employer has the right to assess an employee to determine whether or not the employee is suitable for continued employment with the Employer. Suitability is recognized as a lesser standard than just cause, and shall be determined in the sole discretion of the Employer, provided that the Employer does not make its determination in a manner which is arbitrary, discriminatory, or in bad faith.

8.02 A claim by an employee who has completed their probationary period that they have been discharged without cause shall be treated as a grievance, if a written statement of such grievance is lodged with the Employer at Step 2, within five (5) days after the employee is discharged. Such special grievance may be settled under the grievance procedure or by an Arbitrator by:

(a) confirming the Employer’s action in dismissing the employee;
(b) reinstating the employee without compensation for time lost or with payment to them for time lost due to the discharge at their regular rate of pay for their normally scheduled work for the period the employee would otherwise have worked, less any amount of money earned by the employee during the period;
(c) by any other arrangement which may be deemed just.

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 9: ARBITRATION

9.01—When either party requests that any matter be submitted to arbitration, as hereinbefore provided, it shall make such request in writing addressed to the other party to this Agreement. Furthermore, the parties agree to appoint a sole arbitrator to hear grievances in the following manner:

A request for arbitration shall be made in writing by one party or the other, and such request shall contain the names of three (3) arbitrators acceptable to it as the arbitrator. The written request shall include a statement of the relief being sought. The recipient of the notice shall, within five (5) days of its receipt, either inform the other party in writing that one (1) of the arbitrators named in the notice is acceptable as arbitrator, or submit three (3) additional names or arbitrators acceptable to it. If the parties are unable to agree on the selection of an arbitrator from among the names of arbitrators submitted, then the parties shall jointly request the Ontario Minister of Labour to appoint an arbitrator in accordance with the Ontario Labour Relations Act. The decision of the Minister of Labour shall be final and binding on the parties.

9.02—No person may be appointed as a nominee who has been involved in an attempt to negotiate or settle the grievance.

9.03—No matter may be submitted to arbitration which has not been properly carried through all requisite steps of the grievance procedure.

9.04—The Arbitrator shall not be authorized to make any decision inconsistent with the provisions of this Agreement, nor to alter, modify, add to, or amend any part of this Agreement.

9.05—The proceedings of the Arbitration will be expedited by the parties hereto and the decision of the Arbitrator will be final and binding upon the parties and the employee or employees concerned.

9.06—The parties will jointly bear the fees and expenses of the Arbitrator appointed pursuant to Article 9.01.

9.07—For the purposes of Articles 7, 8 and 9, the word “days” shall not include Saturdays, Sundays or Holidays, as set out in Article 47.

9:01 If the grievance is not settled after having been duly and properly processed in accordance with the Grievance Procedure, then either party may notify the other within a further period of ten (10) working days after receiving the written reply that it intends to proceed to arbitration. The notice of intention to proceed to arbitration shall contain the details of the grievance, a precise statement of the matter in dispute, a statement of the actual remedy sought by the party from an arbitrator and the name and address of the party’s nominee as sole arbitrator.

9:02 The party who receives the notice of intention to proceed to arbitration shall then notify the other party of the name and address of its selection of an arbitrator within fifteen (15) working days after receiving the notice. If the parties are unable to agree upon the selection of an arbitrator within a period of fifteen (15) working days, either party shall then have the right to request the Ministry of Labour for Ontario to appoint an arbitrator.
9:03 Each party shall jointly and equally bear the fees and expenses of the arbitrator. No grievance may be submitted to an arbitrator or dealt with by an arbitrator unless it has been properly carried through all of the required steps of the grievance and arbitration procedures.

9:04 Alternatively, the parties may by mutual agreement agree that the grievance be referred to a board of arbitration. The party who gives notice that the grievance be referred to a board of arbitration shall notify the other party of the name and address of the party's nominee to the proposed arbitration board. The party who receives the notice of intention to proceed to a board of arbitration shall then notify the other party of the name and address of their party's nominee to the proposed arbitration board within ten (10) working days after receiving the notice. The two (2) nominees shall attempt to select a chairperson for the board. If they are unable to agree upon the selection within a further period of ten (10) working days after the appointment of the second nominee, either of the parties shall then have the right to request the Minister of Labour to appoint a chairperson for the board.

9:05 Policy or group grievances as set out in Articles 7:01 and 7:08 which are referred to arbitration shall in all cases be referred to a Board of Arbitration the procedure for which is set out in Article 9:04. Alternatively, the parties may by mutual agreement agree that the grievance be referred to a single arbitrator, the procedure for which is set out in Articles 9:01 and 9:03 inclusive.

9:06 In the event an arbitrator properly deals with a matter relating to discharge or other disciplinary action, the arbitrator has the authority to reinstate an employee with or without compensation for wages lost or to make any other award it may deem just in the event there has been a violation of this Agreement by the Employer.

9:07 An arbitrator shall not have any authority to make any decision which is inconsistent with the terms of this Agreement nor to add to or amend any of the terms of this Agreement. The jurisdiction of the arbitrator shall be strictly confined to dealing with the issue in dispute between the parties and the type of relief sought as outlined in the notice of intention to proceed to arbitration. The decision of the arbitrator or majority decision of a board of arbitration shall be final and binding upon the parties.

9:08 The decision of the board of arbitration shall be final and binding upon the parties. The decision shall be unanimous or one reached by a majority of the members of the board; provided, however, that if there is no majority decision of the board, then the decision of the chairperson shall constitute final and binding decision of the board.

9:09 An arbitrator shall have the right to extend the time limits in accordance with Section 48 (16) of the Ontario Labour Relations Act.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
Article 10 – Discipline of Permanent Employees

10.01 Discipline notices issued to employees shall include pertinent details and reason(s) for imposing discipline.

10.02 In cases of discharge or suspension, a copy of the discipline notice shall be sent to Union by electronic mail or fax.

10.03 When an employee has given twelve (12) months service with no unsatisfactory documentation in their file, the Employer agrees to remove all prior disciplinary notices. The following offences will be maintained in an employee's file for twenty-four (24) months, while employed: harassment and violence.

10.04 In all cases of discipline (including discharge) the Employer will inform the employee of his/her right to have a Union Steward present. If the employee requests representation by his/her Union Steward, the Employer will send for the Union Steward without undue delay and without further discussion of the matter with the employee concerned. The Union will make available a representative within twenty-four (24) hours to attend such a meeting before discipline is imposed. A discharge employee shall be allowed to confer with their Union Steward for a reasonable length of time, before leaving the Employer premises.

10:01 An employee who has been suspended or discharged shall be advised in writing of the reason therefor. Whether called or not, the Union Office will be advised in writing or electronic mail within two (2) working days (48 hours) of the fact of suspension or discharge and the reason therefor.

10:02 Where an employee is summoned to the supervisor's office for an interview concerning discipline, or a meeting conducted as part of an investigation that is likely to lead to the employee's suspension or discharge, prior to discussing the matter with the employee, the supervisor will inform the employee of their right to have their Union Steward present. The employee may, if they so desire, request the presence of their Union Steward to represent them during the interview. If the employee requests representation by their Union Steward, the supervisor will send for the Union Steward without undue delay and without further discussion of the matter with the employee concerned. The Union will make available a representative within twenty-four (24) hours to attend such a meeting before discipline is imposed. Whether called or not, the Union Office will be advised in writing or electronic mail within two (2) working days (48 hours) of the facts of the disciplinary action and the reason therefor.

The Employer will endeavour to render discipline within fifteen (15) working days of the alleged misconduct or within fifteen (15) days when the Employer is made aware of such alleged offense. Any such discipline will be copied to the Union.
10:03 Any record of a disciplinary action taken by the Employer shall be removed from the employee’s record twenty-four (24) months after the date of such disciplinary action being recorded provided there has been no recurrence of a similar infraction.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
Article 11 - Seniority

11.01 (a) The definition of a full time employee is an employee who has worked an average of twenty-four (24) hours or more per week for twelve (12) consecutive weeks. In order for an employee's full time status to change to part time, that employee must work less than an average of twenty-four (24) hours per week for twelve (12) consecutive weeks, providing an average of twenty-four (24) hours/week or more were available.

(b) The definition of a part time employee is an employee who works less than twenty-four (24) hours per week subject to 11.01(a).

11.02 The Employer recognizes departmental seniority rights within each classification for employees provided for in this Agreement.

(a) New employees, including regular part-time employees as defined in Article 11.01(b) of this Agreement, will be considered probationary employees for the first fifty (50) working days of their employment at the University of Toronto and during the probationary period will be entitled to no seniority and may be dismissed, subject to 8.01 or laid off at the discretion of the Employer. Upon completion of the probationary period, the employee’s name will be entered on the appropriate departmental seniority list with seniority dated from the date last hired.

(b) The Departments for seniority purposes are:

- Housekeeping
- Food & Beverage Services
- Parking Garage
- Maintenance
- Kitchen
- Stewarding
- Banquets

11.03 The Employer shall maintain up-to-date departmental seniority lists for full-time and for regular part-time employees showing each employee's seniority date and classification, copies of such lists shall be supplied to the Union electronically at intervals of three (3) months.

11.04 An employee transferring to another department shall be entered on the seniority list of such department effective with the date of transfer if the duration of such transfer exceeds the trial period of fifty (50) working days. Employees transferring for shorter periods shall continue to accumulate departmental seniority in their original department.

11.05 (a) Provided there are employees both willing and capable of performing the available work in the classification and department concerned and subject to the provisions of 11.05(b), the following sequence shall be followed in the layoff of employees:

- i) Probationary employees
- ii) Part-time employees
- iii) Full-time employees

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(b) Layoff and recall from layoff shall be based upon the following factors:

   i) Departmental seniority within classifications
   ii) Skill, competence, efficiency and reliability

Where in the judgment of the Employer, which shall not be exercised in an arbitrary or unfairly discriminatory manner the qualifications in 11.05(b)(ii) are relatively equal, seniority shall govern.

(c) In the case of layoff in any one department or food and beverage outlet, for a period that exceeds two normal work weeks, the employee with the most seniority will have the right only to bump the employee with the lesser departmental seniority in a lower or equal classification within that department or food and beverage outlet for the schedule available, and providing they are willing to do the job and they have the skill, ability, and efficiency to do the job of that employee they are bumping. Where an employee is bumped from a higher rated classification to a lower one, the lower rate shall apply.

(d) Employees on layoff are entitled to apply for any job vacancies arising out of a job posting.

11.06 (a) Vacancies for permanent positions within the bargaining unit shall be posted for a minimum period of seven (7) days within each department of the residence and at the designated job posting area. A copy shall be sent to the Local Union President. Employees wishing to apply for a posted position shall apply in writing within the posting period to Human Resources setting forth clearly the employee's qualifications and reasons for applying. The Employer shall assess the qualifications of employees applying to fill the vacancy and if, in the opinion of the Employer, no internal applicant is suitably qualified, applications from persons outside the bargaining unit shall be solicited.

(b) Where more than one suitably qualified employee applies for promotion to fill a vacancy as aforesaid, preference shall be given on the basis of seniority.

(c) An employee who is promoted or transferred to another job classification within the bargaining unit shall be on a trial period for up to fifty (50) working days worked. During this trial period, the employee must demonstrate that they can satisfy the work performance criteria of the job in the trial period to the satisfaction of the Employer. An employee who fails to satisfy the work performance criteria of the job to the satisfaction of the Employer or decides during the trial period that they do not wish to continue in the job, shall be returned to their former classification and wage rates. In such cases, the Employer shall have the right to require all employees who changed job position as a consequence of the promotion or transfer to return to the job classification and wage rates they occupied prior to the promotion or transfer.

(d) In the event of a vacancy on a shift within a department and classification, employees in that classification and department shall have the right to fill such vacancy on the basis of seniority.
(e) When a position has been filled, all applicants will be advised of the disposition of the job posting. The name of the successful applicant shall be posted on all Union bulletin boards. An unsuccessful applicant may ask for and will be given advice on how to prepare for future job postings and/or improve their qualifications.

11.07 An employee shall lose all seniority and their employment deemed to have been terminated if they:

(a) voluntarily leave the employ of the Employer
(b) are discharged and are not reinstated through the grievance or arbitration procedure
(c) are laid off for a period equal to the lesser of their period of seniority or twelve (12) months
(d) fail to return to work upon termination of an authorized leave of absence unless prior arrangements acceptable to both the employee and the Employer have been made for an extension of such leave or utilizes a leave of absence for purposes other than those for which the leave of absence may be granted
(e) fail to return to work within five (5) calendar days after being recalled from extended layoff by notice sent by telephone, e-mail or registered mail, or fails to advise of their intention to return within three (3) days following such notice
(f) are absent without leave for three (3) working days or longer without a satisfactory explanation

11.08 It shall be the sole responsibility of each employee to promptly advise the Human Resources Department of any change of mailing address.

11.09 An elected Union Steward with one (1) year or more of seniority shall be the last employee laid off in their classification and department and shall be the first employee recalled within their classification and department unless a written request waiving this provision is presented by the union prior to the lay off notice being issued.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
ARTICLE 12: LEAVE OF ABSENCE

12.01 The Employer may, in its discretion, grant a leave of absence, without pay and without loss of seniority, to an employee for personal reasons. All requests for such leave of absence shall be in writing as far in advance as practicable. The Employer agrees to reply to such requests in writing within seven (7) working days whenever possible.

12.02 Maternity and Parental leave will be provided in accordance with the Ontario Employment Standards Act, 2000.

Employees with one (1) year of service or more who qualify for Employment Insurance benefits based on insurable hours of work in this bargaining unit at the University of Toronto, will be provided with a supplementary benefit. The University will pay the employee up to one hundred dollars ($100) per week for up to twenty-five (25) weeks, provided that the employee applies for and receives Employment Insurance benefits.

The combined benefit cannot exceed 95% of the employee's normal weekly earnings.

Pregnancy Leave

12:02

(a) Pregnancy leave of absence must be applied for and granted in writing. An employee who will have completed thirteen (13) weeks of employment with the University prior to the probable date of delivery, and who presents to the Department or Division Head a doctor's certificate or certificate from a midwife stating that the employee is pregnant and the probable date of delivery, is entitled to a pregnancy leave of absence of seventeen (17) weeks.

(b) For employees with thirteen (13) weeks of service or more the University will pay ninety-five (95) percent of weekly salary during the one (1) week waiting period for Employment Insurance pregnancy benefits, and, for the next fifteen (15) weeks, will pay the difference between the weekly Employment Insurance benefit and ninety-five (95) percent of weekly salary, provided that the employee provides proof that the employee has applied for and is receiving Employment Insurance benefits and the amount of those benefits.

The weekly top-up payment will be calculated using the weekly EI benefit that would be payable to the employee (i.e. 55%) without regard to any election by the employee to receive a lower EI benefit spread over a
longer period of time as may be permitted under the *Employment Insurance Act*. In no event will the top-up payment exceed the difference between 95% of the employee's actual weekly rate of pay in effect on the last day worked prior to the commencement of the leave and the sum of the employee's EI benefit calculated without regard to any election by the employee to receive a lower EI benefit spread over a longer period of time as may be permitted under the *Employment Insurance Act*.

(c) Pregnancy leave of absence shall commence at the employee's discretion, up to seventeen (17) weeks before the expected date of delivery, upon a minimum of two (2) weeks' notice being given to the University. If pregnancy-related complications force the employee to stop work before the employee has arranged their pregnancy leave, the employee has two (2) weeks from that date to give the University written notice of the date the pregnancy leave began (e.g., if the child has been born) or when the leave is to begin, with a medical certificate confirming the circumstances and the expected or actual date of birth. In such cases the employee will be entitled to utilize sick leave in accordance with Article 21 until the actual birth of the baby, the expected date of delivery or the date the employee intended to start pregnancy leave as stated in their written notice, whichever comes first. An employee must give two (2) weeks' notice of any change of the commencement of the pregnancy leave.

(d) If the employee has been on pregnancy leave for seventeen (17) weeks but the child has not yet been born, the pregnancy leave will end when the baby is born and the employee will be entitled to take a parental leave immediately after the birth. If an employee on pregnancy leave wishes to change the date of their return to work to an earlier date, the employee must give the University four (4) weeks' written notice of the date on which they intend to return. If the employee wishes to change the date of return to a later date (but subject to the rules concerning the maximum length of leave), the employee must give the University four (4) weeks' written notice before the date the leave was to end.

(e) In the case of an employee whose employment is limited to a defined term, any pregnancy leave will be limited to and not extend beyond the period of time remaining in the defined term.

(f) Seniority, vacation, benefits, and pensionable service continue during an employee's pregnancy leave, provided the employee fulfills any requirements for said continuation.
Parental Leave

12:03

(a) An employee who is a parent of a child and who has been employed with the University for at least thirteen (13) weeks is entitled to an unpaid parental leave following the birth of the child or the coming of the child into a parent's custody, care and control for the first time. Both parents will be eligible to take a parental leave as follows:

i) up to thirty-five (35) weeks of parental leave for employees who take pregnancy leave;

ii) up to thirty-seven (37) weeks of parental leave for all other new parents; or

iii) such shorter or longer period of time as might be required under the Employment Standards Act, 2000 from time to time.

(b) For employees who take pregnancy leave, parental leave commences when the employee's pregnancy leave ends or when the baby first comes into custody, care, and control of the birth parent. For all other new parents, parental leave must commence with fifty-two (52) weeks after the birth or after the child first comes into the custody care, and control of a parent or such other time as may be specified under the Employment Standards Act, 2000 from time to time. This provision is not available to employees who have taken Primary Caregiver Leave.

(c) For employees with one (1) year of service or more who provide the University with proof that they have applied for and are in receipt of Employment Insurance parental benefits and the amount of those benefits, the University will provide the following:

(i) For an employee who has taken pregnancy leave, the difference between Employment Insurance parental benefits and ninety-five (95) percent of salary for ten (10) weeks;

(ii) For an employee who takes parental leave for which a one (1) week waiting period has already been served in respect of the same child, the difference between Employment Insurance parental benefits and ninety-five (95) percent of salary for ten (10) weeks;

(iii) For an employee who takes parental leave and is required to serve a one (1) week waiting period, ninety-five (95) percent of salary during the one (1) week waiting period, and the difference between Employment Insurance parental benefits and ninety-five (95) percent of salary for eight (8) weeks:
The weekly top-up payment will be calculated using the weekly EI benefit that would be payable to the employee (i.e. 55%) without regard to any election by the employee to receive a lower EI benefit spread over a longer period of time as may be permitted under the Employment Insurance Act. In no event will the top-up payment exceed the difference between 95% of the employee’s actual weekly rate of pay in effect on the last day worked prior to the commencement of the leave and the sum of the employee’s EI benefit calculated without regard to any election by the employee to receive a lower EI benefit spread over a longer period of time as may be permitted under the Employment Insurance Act.

(d) An employee who is entitled to a parental leave is required to give the University two (2) weeks’ written notice prior to the commencement of the leave. If the employee does not specify when the leave will end, it will be assumed that the employee wishes to take the maximum leave in accordance with Article 12:03 (a) (i) or (ii), as applicable.

(e) An employee who has given notice to begin parental leave may change the notice to an earlier date by giving at least two (2) weeks’ notice before the earlier date, or to a later date by giving two (2) weeks’ notice before the leave was to begin.

(f) If the employee stops work because the child has arrived earlier than expected, the employee has two (2) weeks from that date to give the University written notice of their intent to take the parental leave.

(g) If an employee on parental leave wishes to change the date of their return to work to an earlier date, the employee must give the University four (4) weeks’ written notice of the date on which they intend to return.

(h) If an employee wishes to change the date of return to work to a later date (of not later than the maximum length of leave), the employee must give the University four (4) weeks’ written notice before the date the leave was to end.

(i) Seniority, vacation, benefits, and pensionable service continue during an employee’s parental leave, provided the employee fulfills any requirements for said continuation.
Primary Caregiver Leave

12:04

(a) Primary Caregiver Leave is available to a parent, other than a birth parent, who has the primary responsibility for the care of a child during the thirty seven (37) weeks immediately following:

i) the birth of a child, or

ii) the coming of a child into the custody, care, and control of a parent for the first time; or

iii) such shorter or longer period is required under the Employment Standards Act, 2000, as amended from time to time.

Primary Caregiver Leave must be applied for and granted in writing with a minimum of two (2) weeks' notice and is available to an employee who will have completed thirteen (13) weeks of service prior to the date of application.

(b) An employee making such an application must confirm in writing that the employee will in fact have the primary responsibility for the care of the child during the period of the leave applied for (e.g., for a birthparent's partner, because the birth parent is unavailable or has returned to work; for an adoptive parent, because the parent will be the primary caregiver for some period of time after the child comes into the custody, care, and control of an adoptive parent for the first time).

(c) In the case of an adoption, the Primary Caregiver Leave may be split between two parents.

(d) For employees with one (1) year of service or more the University will pay ninety-five (95) percent of weekly salary during the one (1) week waiting period for Employment Insurance parental benefits, and, for the next eleven (11) weeks, will pay the difference between weekly Employment Insurance parental benefits and ninety-five (95) percent of weekly salary, provided that the employee provides proof that the employee has applied for and is receiving Employment Insurance parental benefits and the amount of those benefits. In the case of an adoption, the Primary Caregiver Leave shall not apply to adoptions which arise through the blending of families.

(e) In the case of an employee whose employment is limited to a defined term, any Primary Caregiver Leave will be limited to and not extend beyond the period of time remaining in the defined term.
(f) Seniority, vacation, benefits, and pensionable service continue during an employee's Primary Caregiver Leave, provided the employee fulfills any requirements for said continuation.

(g) The weekly top-up payment under paragraph (d) will be calculated using the weekly EI benefit that would be payable to the employee (i.e. 55%) without regard to any election by the employee to receive a lower EI benefit spread over a longer period of time as may be permitted under the Employment Insurance Act. In no event will the top-up payment exceed the difference between 95% of the employee's actual weekly rate of pay in effect on the last day worked prior to the commencement of the leave and the sum of the employee's EI benefit calculated without regard to any election by the employee to receive a lower EI benefit spread over a longer period of time as may be permitted under the Employment Insurance Act.

12.0305 Employees with one (1) or more years of seniority with the Employer who are absent on sick leave shall retain seniority for a period of one (1) year and during such period (subject to availability of work within their classification and department and their ability to satisfactorily perform the available work in such classification) shall, upon confirmation by the attending physician, be returned to active employment upon termination of such illness.

12.04 Any employee elected to a full time Union position will be granted a leave of absence without pay and benefits for a period of up to two (2) years. Any employee who is appointed a full time Union Representative will be granted a leave of absence without pay and benefits for a period of up to one (1) year. These may be extended by mutual consent.

12.0606 In cases of emergency (for example, severe illness or death of family member out of the country), the employer agrees to grant leaves of absence wherever possible.

12.0607

Paid Personal Leave of Absence

Effective February May 1st of each year, each member of the bargaining unit, subject to operational requirements, shall be allowed up to two (2) four (4) days' paid leave of absence. Paid personal leave of absence is intended for the conduct of legitimate personal business which cannot be scheduled outside of normal hours of work, which shall include but not be limited to:

(a) the observance of religious holidays of their faith which fall on a day in which they would normally be required to work;
(b) family emergencies;
(c) attending to legal matters;
(d) attending graduation ceremonies for spouse or children;
(e) personal health appointments;
(f) first and/or second day of sickness
(g) moving

Such leave of absence shall not accrue from one year to another if not used in that year.

Each application for leave of absence shall indicate the reason for the application. With the exception of first and/or second day of sickness, written requests for leave of absence must be submitted to the supervisor at least five (5) working days in advance (excluding weekends and holidays). The supervisor will provide the employee with an answer in writing within two (2) working days after receiving the written request. Employees shall not be allowed to use leave of absence for purposes of extending vacations or the day prior to or following a paid holiday. Article 21 – Sick Leave shall apply in all cases of first and/or second day of sickness.

In cases of emergency the employee shall give the supervisor as much notice as possible. Such emergency leaves shall not be unreasonably withheld.

Conventions and Seminars

12:08 Subject to the approval of the Designated Authority and upon written request at least fifteen (15) working days in advance, leave of absence without pay or loss of seniority shall be granted to not more than two (2) employees at any one time, who may be elected or selected by Local 3261 to attend any authorized Labour Convention or Educational Seminar. Such leave of absence is to be confined to the actual duration of the Labour Convention or Educational Seminar and the necessary travelling time. Such leave shall not exceed fifteen (15) working days per year for each employee to whom such leave is granted.

Full-Time Officer of the Union

12:09

(a) Where an employee is elected or selected to a full-time office within the Union, the employee may request a leave of absence at least ten (10) working days in advance in writing from the Designated Authority, the employee shall be granted leave of absence. Such leave shall be renewed each year, on request, during the employee’s term of office. On the expiration of their term of office and upon written request to the Designated Authority, which must be submitted at least ten (10) working days prior to said termination, the member shall be returned to their former position. The above-described leave of absence shall be limited to one (1) employee at any one time during the term of this Agreement.
(b) Subject to the approval of the appropriate Designated Authority, the Vice-President of the Union or designate shall be allowed a leave of absence without pay for the purpose of replacing the Local President during the periods of vacation, short-term emergency or extended illness. The President of the Local shall make a written request for such leave to the Executive Director, Labour Relations. Such leave of absence shall not be unreasonably withheld.

(c) Where an employee of the University of Toronto is elected or selected to a full-time office within the Union and is granted a leave of absence in accordance with Article 12:07, the Employer shall continue to pay the full-time officer during the leave of absence at their regular wage rate in the classification in which they were employed immediately prior to commencing the leave of absence. The employee benefits shall be those in which the employee was enrolled immediately prior to commencing said leave of absence.

The University agrees that upon request of the Union, the Full-Time Officer of the Union shall be placed at a higher rate consistent with a classification covered by the Collective Agreement. It is understood that the Union will be obligated to pay the entire amount of the wage differential resulting from such higher classification. The Union shall reimburse the Employee for the increase in benefit premium beyond the classification in which the Full-Time Officer was employed immediately prior to the leave of absence being granted.

Political Leave

12:10 Employees running for election to public office shall be entitled to an unpaid leave of absence upon the following basis:

(a) For election to the Parliament of Canada – one (1) month.

(b) For election to the Legislature of Ontario – one (1) month.

(c) For election to a municipal council or Board of Education – ten (10) working days.

(d) For election to Mayor or Chairperson of City/Town/Regional Council – fifteen (15) working days.

Such leave need not be taken on consecutive days.
Employer Discontinues Contributions to Welfare Benefit

12:11 Where an employee has been granted leave of absence without pay in accordance with and pursuant to Article 12:01 Leave for Valid Personal Reasons, the Employer shall discontinue its share of contributions for the aforesaid employee to the Benefits Plans listed below:

- The University of Toronto Pension Plan;
- University of Toronto Group Life and Survivor Income Plan;
- University of Toronto Dental Care Plan;
- University of Toronto Extended Health Care Plan;
- University of Toronto Semi-Private Hospital Accommodation Plan;
- University of Toronto Vision Care Plan; and
- University of Toronto Joint Membership Plan.

The Employer will notify the employee in writing whenever Employer contributions to such plans are discontinued.

Employee May Continue Contributions

12:12

(a) The employee may make provisions for continuance of coverage of whatever welfare benefits programs in which the employee was enrolled prior to said leave of absence being granted, by making direct payment to the supervisor of the fortnightly payroll. All premiums must be paid in advance and in accordance with the rules established by the Human Resources Department.

(b) Where an employee is elected or selected to a full-time office within the Union and is granted a leave of absence in accordance with Article 12:09 the Union may make arrangements for the continuation of welfare benefits programs on the employee's behalf by making direct payment to the supervisor of the fortnightly payroll.

Seniority During Leave of Absence

12:13 Employees who have been granted leave of absence shall retain seniority acquired until said leave of absence commences. The employee shall not continue to acquire seniority while on leave of absence where an employee has been granted sixty (60) working days or more leave of absence for valid personal reasons in accordance with and pursuant to Article 12:01 of the Agreement.
This provision is not applicable to employees granted leave of absence under Article 12:09 in that seniority shall continue for the full period of the aforementioned leave.

**NON-BIRTH PARENT LEAVE**

12:14 Upon the birth or adoption of a child, a non-birth parent shall be granted up to five (5) days' paid leave of absence.

Application for such leave shall be submitted in writing to the employee's supervisor, at least five (5) days in advance. Such leave must be taken within the first month of the birth or the adoption.

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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 13: REPORTING FOR WORK

13.01 The Employer agrees that an employee reporting for work at the commencement of their regular shift, unless previously notified in advance not to do so, shall be entitled to either of the following provisions unless failure to supply work is due to conditions beyond the control of the Employer, which shall include but not be restricted to fire, flood, electrical or mechanical breakdown:

(a) if the employee is authorized to commence work and does so, assignment of their normal daily hours of work at their basic hourly wage rate or payment in lieu thereof is sent home prior to completion of their normal daily hours of work. An employee so affected will perform such temporary related or departmental work as is available in order to qualify for payment hereunder; or
(b) if the employee is not authorized to commence work, four (4) hours pay at their basic hourly wage rate.

13.02 The parties agree that the Employer may, on giving prior notice, schedule less than the normal daily hours of work for an employee on a subsequent workday, provided no employee with greater departmental seniority shall have their normal daily hours on such day reduced as a consequence.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
ARTICLE 14: BONDING

14:01 It is expressly understood that as a condition of employment, each employee must be and remain acceptable for bonding purposes and it is agreed that failure by the employee to be and remain acceptable to the Employer's bonding Employer, immediately terminates their employment, regardless of seniority or other conditions.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
ARTICLE 15: INDIVIDUAL AGREEMENTS

15:01 No employee or group of employees covered by this Agreement will enter into any contract or agreement with the employer concerning wages or working conditions that will in any way conflict with the terms of this Agreement.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
ARTICLE 16: UNION SECURITY

16.01 The Employer agrees to deduct from the wages of all employees in the bargaining unit, starting on the first day of their employment, an amount equal to the dues as prescribed by the Union. The Employer shall remit this amount to the Union Office monthly, not later than the fifteenth (15th) of the month following the month for which such deduction is made. The Employer shall provide with the remittance an alphabetic list of all employees, specifying the amount deducted for each employee, or the reason why no deduction was made.

The Union shall notify the Employer in writing of any change in the amount of Union dues and such notification shall be the Employer's conclusive authority to make the deductions specified.

The Employer agrees to record the total dues deduction paid by each employee for the previous calendar year on his/her T-4 Income Tax form.

The Employer shall provide the Union with the following information with respect to each employee in the bargaining unit and shall update it every six months or upon request by the Union, and when new employees join the bargaining unit: names, addresses, telephone numbers, classifications, employment status (full-time, casual, seasonal, part-time etc) seniority, date of change of status if applicable and their rate of pay. The Employer shall provide this information electronically or on computer disk if requested by the Union.

It is agreed that the employees who are now or hereinafter become members of the Union shall maintain their membership in the Union during the term of this Agreement.

At the Union's request and with reasonable notice, the Employer will allow the Union to review the bargaining unit members relevant payroll records, bargaining unit member schedules and sign in/sign out sheets and any other relevant information reasonably required to satisfy the Union that dues and initiation fees are being deducted correctly.

The Union agrees to indemnify and save the University harmless against all claims or other forms of liability that may arise out of, or by reasons of, deductions made or payments made in accordance with this Article.

16.02 Employees within the bargaining unit who are presently members of the Union or who subsequently become members of the Union shall, as a condition of employment, remain members of the Union in good standing for the duration of this Agreement. Bargaining Unit employees hired shall, as a condition of employment, become and remain members of the Union in good standing for the duration of this Agreement.
16.03 All employees within the bargaining unit shall be required, as a condition of employment, to authorize the deduction of the initiation fee and the monthly Union dues prescribed by the Union and assessments made from time to time by the Union as determined by the International Union Convention and/or Local by-laws. New employees shall be required to so authorize prior to commencing work.

Union Initiation Fee

16:02 It is agreed as a condition of employment that each employee shall deliver to the Employer a properly authenticated membership application card signed by the employee. The Employer will then deduct from the first pay of such employee earned by him/her an amount equivalent to the Union initiation fee. The amount of such initiation fee shall be certified to the Employer by the Secretary-Treasurer of the Union.

Union Dues

16:03 The Employer will deduct from each pay an amount equivalent to the Union dues as are uniformly levied upon all members of the Union in accordance with its Constitution and By-Laws. The amount of such dues shall be certified to the Employer by the Secretary-Treasurer of the Union.

16:04 The amounts deducted in accordance with paragraphs 16:02 and 16:03 shall be remitted to the Union by the 15th day of the following month from which the dues were deducted.

For the purpose of this Article 16, gross pay shall be defined to include regular base rate earnings plus amounts received from the employer in respect to statutory holidays, overtime hours, compassionate leave, jury duty and sick leave as set out in Article 21 of the Collective Agreement. Banquet gratuities shall not be included in determining gross pay of employees receiving such gratuities.

16:05 The Union shall provide the Employer with 3-part Application and Deduction Authorization Cards. Parts 1 & 2 shall be forwarded to the Union on commencement of employment. Part 3 shall be retained by the Employer and forwarded to the Union on termination of the employee concerned.

16:05 The Employer will, at the time of making such remittance hereunder to the Union, furnish it with a statement showing the names, amount of dues paid, regular wages earned, overtime wages earned, classification, address, email (if and when available to produce), phone number, and shift hours earned of the employees from whose pay such deductions have been made.
16:06 It is agreed that the Employer will provide the Secretary-Treasurer of the Union, Local 3261 on a monthly basis (with a compatible electronic copy) the following information: employee name, personnel number, date of hire, seniority, home address, home telephone number, work email address (where available), employment status (full-time or part-time), newly hired employees (i.e., newly entering the bargaining unit), terminated employees (i.e., no longer part of the bargaining unit), employees on leaves of absence, pregnancy/parental/primary caregiver leaves, long-term disability, or WSIB leaves of absence, the department, the classification, and the campus location the aforementioned employees are employed in.

The Union agrees to defend and hold the Employer completely harmless against all claims and demands, should any person at any time contend or claim that the Employer had acted wrongfully or illegally in making the aforementioned deductions.

16:07 The Employer will remit the money so deducted by cheque to the Union by the 15th day of the month following, together with a statement containing the names and Social Insurance Numbers of the employees from whose pay such deductions have been made.

16:07 The University agrees to record total Union dues deductions paid by each employee on their T4 slip.

16:08 The University will provide the Union on a semi-annual basis (with a compatible electronic copy) a list of all employees who retired during the previous six (6) months. The list will include the retired employee’s name, home address and telephone number on record as at their last date of employment with the University.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
Article 17 – Holidays

17.01 Employees in the active employ of the Employer who have completed their probationary period and who qualify for public holiday pay under the Employment Standards Act, as amended from time to time (the “ESA”), and who are not required to work on the holiday concerned shall receive pay for the following holidays:

- New Year's Day
- Good Friday
- Civic Holiday
- Victoria Day
- Canada Day
- Labour Day
- Thanksgiving Day
- Day before Christmas Day
- Christmas Day
- Boxing Day
- Day before New Year’s Day
- Family Day

17.02 Holiday pay shall be calculated in accordance with the ESA based on the number of hours the employee would otherwise have worked had there been no holiday at their regular straight time hourly rate of pay.

17.03 In order to qualify for holiday pay, under Articles 17.01 and 17.05, the employee must work their full scheduled shifts on each of the work days immediately preceding and immediately following the holiday concerned (unless they can show a reasonable cause for failing to work).

17.04 Employees in the active employ of the Employer who have completed their probationary period who qualify for public holiday pay under the ESA, and who are required to work on any one of:

- New Year's Day
- Good Friday
- Victoria Day
- Canada Day
- Labour Day
- Thanksgiving Day
- Christmas Day
- Boxing Day
- Family Day

shall receive pay for time all hours worked on such day at the rate of time and one half (1 ½) their basic hourly rate of pay and, if qualified pursuant to Article 17.03 hereof, shall receive public holiday pay in addition thereto.

17.05 Employees who qualify for public holiday pay under the ESA, and who are required to work on any one of:

- Civic Holiday
- Day before Christmas Day
- Day before New Year’s Day
a negotiated holiday shall receive pay for time all hours worked on such day at their basic hourly rate of pay and if qualified pursuant to Article 17.03 hereof, shall receive public holiday pay in addition thereto.

17.06 If a holiday falls within an employee's vacation period, the Employer shall grant either an extra day's holiday at a time convenient to the Employer or pay for the holiday as provided herein.

17.07 The parties acknowledge that any hours worked on New Year's Day, including those after midnight New Year's Eve, will be paid at the holiday rate, in accordance with the above provisions.

17.08 Presidential Day(s) as designated by the University will be a day off with pay equal to the employee's regular hourly rate of pay multiplied by the number of hours the employee would be regularly scheduled to work on such day if it were not a holiday. The eligibility provisions of Article 17.03 for public holiday pay under the ESA apply to Presidential Days. Any authorized work performed by an employee on a Presidential Day shall be paid at the employee's regular straight-time rate, and the employee will receive another day off with regular straight-time pay on a day mutually agreeable to the employee and the employee's supervisor.

The University shall designate the day of observance of the paid holidays set out in Article 17:01 above. Notice will be sent to the Union by the University within a reasonable time period prior to the date of observance of the paid holiday(s). Where a paid holiday falls on a Saturday or a Sunday, the University shall designate a weekday as the day of observance for that holiday. The days of observance for the Christmas/New Year's holidays set out in Article 17:01 will be as set out in Schedule A attached hereto and forming part of this collective agreement, for the period specified in the Schedule.

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 18 – Wages

18.01 (a) The basic hourly rates contained in this Article are minimums. The Employer reserves the right to grant individual merit increases which shall not obligate the Employer to grant a general increase.

(b) Employees receiving merit rates shall retain such status during the term of this Agreement and receive the negotiated increases for their classification provided satisfactory quality and quantity of work are maintained.

18.02 New employees will receive seventy-five percent (75%) eighty percent (80%) of the job rates as a starting rate for the first eighteen (18) six (6) months of employment.

18.03 The following hourly rates of pay shall become effective with the start of the pay period coinciding with the date shown in Appendix A. The Employer agrees to pay the schedule of wage rates attached hereto as Schedule B.

18.04 Training Premium
The Employer agrees to pay a training premium of fifty cents ($0.50) per hour to an employee who is assigned to train another employee for the hours the training is being carried out.

18.05 Probationary employees will only qualify for those benefits legislated by the Province of Ontario.

Electronic Transfer of Wages

18:06 All employees will receive their pay every two (2) weeks by electronic transfer of funds into their bank account, trust company account, or account with the Metro Credit Union. All new employees will be required to complete a Payroll Bank Deposit Authorization Card and provide a sample voided cheque on commencement of employment. In the event that the employees changes banks, trust companies, or the Metro Credit Union and/or bank accounts, trust company accounts, or accounts with the Metro Credit Union, it is the employee's responsibility to notify the Employer by completing another Payroll Bank Deposit Authorization Card.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
Article 19 – Vacations

19.01 Employees in the active employ of the Employer shall be entitled to an annual vacation with pay in accordance with the following schedule:

(a) Employees who have completed one (1) year or more of continuous service but less than five (5) years of continuous service with the Employer shall be entitled to two (2) weeks of vacation with two (2) weeks gross pay.

(b) Employees who have completed five (5) years or more of continuous service but less than ten (10) years of continuous service with the Employer shall be entitled to three (3) weeks of vacation with three (3) weeks gross pay.

(c) Employees who have completed ten (10) years or more of continuous service with the Employer shall be entitled to four (4) weeks vacation with four (4) weeks gross pay.

(d) Employees who have completed twenty (20) years or more of continuous service with the employer, shall receive five (5) weeks vacation with ten percent (10%) of gross wages.

(e) Employees who are absent from work for more than twenty-five (25) days in an annual qualifying period shall receive as vacation pay:
   i) four percent (4%) of total pay if qualified for two (2) weeks of vacation;
   ii) six percent (6%) of total pay if qualified for three (3) weeks of vacation;
   iii) eight percent (8%) of total pay if qualified for four (4) weeks of vacation;
   iv) ten percent (10%) of total pay if qualified for five (5) weeks of vacation.

19.02 For the purpose of Article 19.01 part (e) above, “total pay” shall include wages received for work performed at either the straight time or time and one-half rate, holiday pay and vacation pay since the most recent anniversary of employment with the Employer.

19.03 The Employer shall post a vacation request schedule in each department on or before 15 February each year. Employees wishing to schedule their annual vacation during a specific period shall be required to indicate their request on the posted schedule on or before March 1st. Consistent with efficient operation of the Residence, the scheduling of vacations within a department shall be based on seniority. The Employer shall, whenever possible, and consistent with departmental operation requirements, grant consecutive weeks of vacation to employees. The Employer shall post an approved vacation schedule for each department on or before March 31st each year.
19.04 An employee shall receive upon request, their vacation pay at the commencement of their vacation if such request is made one month prior to their scheduled vacation start date.

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
Article 20 - Benefits

20:01 The Employer will provide benefit plans in respect of the following:
(a) Extended Health Care
(b) Dental Care
(c) Vision Care
(d) University of Toronto Joint Membership Plan
(e) Basic Life Insurance Plan
(f) Pension Plan

20:02 For employees who are appointed at less than one hundred per cent (100%) of full time employment (i.e., less than 40 hours per week), any University contribution for benefit plans referenced in Article 20:01 (a) through (d) shall be prorated to reflect the percentage of a full time appointment for which they are appointed.

20:03 The salary eligible for coverage under the Basic Life Insurance Plan is the actual salary the employee earns at their appointed percentage of full time employment.

20:04 The Employer agrees to provide an insured Short Term Disability Plan (Weekly Indemnity) for eligible full-time employees (as defined in Article 11:01(a)) who have completed three (3) months’ continuous service with the Employer. The STD Plan shall be of the type commonly referred to as one-eight plan with a benefit to a maximum of sixty-six and two thirds per cent (66 2/3 %) of an employee’s insurable earnings under the Employment Insurance Act and Regulations and a maximum benefit duration of fifteen (15) weeks. The Short Term Disability Plan shall be provided at the sole expense of the Employer.

20:05 All employees who hold an appointment of twenty-five per cent (25%) or more of full time employment are eligible to be enrolled in the University of Toronto Pension Plan under the terms and conditions of the Pension Plan. The employer shall have the right to amend or change the said Pension Plan during the term of this Agreement.

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 21 – Sick Leave

21.01 Full-time regular employees of the Employer, on completion of one (1) year’s continuous service, shall be entitled to receive sick leave allowance subject to the following provisions:

a) All cases of sickness must be reported to the employee’s immediate Manager or their designate using the appropriate reporting method established by each department on the first day, within a period of three (3) hours prior to the scheduled reporting time of the employee concerned, except if the employee is scheduled to work a morning shift, then the employee must provide one (1) hour notice.

b) Sick leave allowance shall commence after the second (2nd) consecutive day of illness and shall be paid for scheduled days only or days for which an employee would have been scheduled had they not been ill.

c) Sickness must be confirmed by a doctor’s certificate which includes the expected duration of absence from work. The Employer reserves the right to appoint a doctor other than the one providing the certificate should it feel further confirmation is required.

d) Sick leave allowance shall be an amount equal to the normal daily hours of the employee concerned multiplied by their basic hourly rate.

e) Sick leave allowance shall not be paid for an illness that commences or an accident that occurs during an employee’s vacation.

f) Sick leave allowance shall not apply to any day for which an employee receives compensation under the Short Term Disability Plan contained in Article 20 nor will it apply to any day for which an employee received compensation under the Workplace Safety and Insurance Act of the Province of Ontario.

g) Eligibility for Sick Leave Allowance shall be reinstated for an employee who has received such allowance following the employee’s return to active work with the Employer, for a period of sixty (60) days or more. However, should an employee be stricken with an illness prior to completing sixty (60) days, the Employer will assess each situation on its own merits. Such assessments shall be done in good faith.
Hospitalized or Confined During Vacation

21:02 An eligible employee who is hospitalized or confined by order of a licensed physician during the employee’s vacation period will be allowed to draw sick leave with pay for the period of time for which the employee is hospitalized or confined in accordance with this Article providing that the employee furnishes proof of such hospitalization or confinement to the supervisor. The employee will be allowed to reschedule that portion of vacation during which the employee was hospitalized or confined at a later date mutually agreeable to the employee and the employee’s supervisor.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
Article 22 – Part-Time Employees

22.01 The Employer agrees to provide working conditions and other entitlements for part-time employees.

22.02 All employees regularly scheduled and working less than twenty-four (24) hours per week will be considered part-time employees. The Articles of the Collective Agreement listed below shall govern regular part-time employees:

Articles 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 20, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35-02, 36, 37, 38, Schedule “A”, Schedule “B”, LOUs as applicable (except those LOU’s referring to full-time employees.)

22.03 Part-time employees who are called in to work on any given day shall receive not less than four (4) hours pay.

22.04 Part-time employees who qualify for public holiday pay under the Employment Standards Act, as amended from time to time (the “ESA”), in the active employ of the Employer who qualify in accordance with Article 22.05 and who are not required to work on a the holiday concerned established under the Employment Standards Act of the Province of Ontario shall receive regular pay for such the public holidays listed in the ESA calculated in accordance with the ESA.

22.05 In order to qualify for holiday pay, a part-time employee must have completed three (3) months continuous employment with the Employer, have worked twelve (12) days in the thirty (30) day period preceding the holiday concerned and have worked their full scheduled shifts on each of the work days immediately preceding and immediately following the holiday concerned.

22.06 Part-time employees who qualify for public holiday pay under the ESA, and who are required to work on any public holidays listed in the ESA shall receive pay for all hours worked on such day at the rate of time and one half (1.5) their basic hourly rate of pay and public holiday pay calculated in accordance with the ESA in addition thereto.

An eligible part-time employee in the active employ of the Employer who is required to work on a holiday established under the Employment Standards Act of the Province of Ontario may be granted a day off with pay in lieu of the holiday at their regular rate of pay within a period of thirty (30) days prior to or thirty (30) days subsequent to the holiday concerned. Pay for a day off in lieu of a holiday shall be calculated based on the number of hours worked by the employee on the holiday concerned at their regular straight time hourly rate of pay. If a day off in lieu of the holiday is not granted by the Employer, then such employee shall be paid for authorized work performed on the holiday at one and one-half times their regular straight time hourly rate of pay, and in addition shall receive holiday pay calculated in accordance with Article 22.04.
22.07 An employee shall qualify for a day off with pay in lieu of a holiday in the same manner as set forth in Article 22.03.

22.08 Part-time employees will receive the same percentages for vacation pay as full-time employees based on length of Employer service.

22.09 Overtime Authorized work performed by a part-time employee in excess of forty (40) hours in the week or eight (8) hours in a day shall be paid at the rate of time and one-half the employee's regular straight time hourly rate.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
Article 23 – Banquet Employees

23.01 Banquet Servers

1. Full-Time: A maximum of eight (8) full-time Banquet Servers shall have scheduling priority over part-time and casual Banquet Servers.

2. Part-Time: Part-time Banquet Servers shall be booked or assigned on a seniority basis and shall have scheduling priority over casual Banquet Servers.

3. Casual: Casual Servers shall be offered work on an as needed basis by call in by seniority and with the understanding that employees who do not indicate their availability at the time of being called will be passed over.

4. The following procedure will be invoked to offer the opportunity for additional hours to non-banquet personnel:

   1. Post a requirement for interested employees to work in banquets;
   2. Internal application will be completed
   3. Following the interview process, selected individuals will be provided a training program
   4. If as a result of the training program they are successful, the employees will be placed on a list based on House Seniority
   5. Terms and conditions of employment will be in accordance with article 23.05
   6. Seniority will not accrue in this department, but hours will be computed for purposes of Health & Welfare and Pension Plans.

23.02 Any increase in the number of full-time Banquet Servers must be negotiated with the Union.

23.03 Full-time employees in the Banquet Department classifications shall enjoy all terms and conditions of the Collective Agreement covering other Departments of the Residence (save as modified in the Agreement).

23.04 Wages

   See Schedule B

23.05 Hours of Work and Overtime

   When scheduled, Banquet employees shall be provided with a minimum of four (4) hours work. Subject to the foregoing, hours of work and overtime shall be in conformity with the Employment Standards Act of Ontario.
23.06 General
Banquet Servers shall serve food and beverage at banquet functions with a view to
provide superior customer service. Servers shall be responsible for all aspects of service,
set-up and breakdown associated with banquets.

23.07 Full-time and Part-time Banquet Servers shall have seniority recognized as it relates to
station assignment. Management reserves the right to assign alternate station
assignments based on the importance of the function.

23.08 Scheduling for full-time Banquet Servers shall be done by posting all breakfasts, lunches,
receptions and dinners on a weekly basis. Employees will be scheduled on a rotation
basis starting where the scheduling stopped or ended for a specific function. The following
day scheduling will continue with the next name on the list.

23.09 Work performed by a Server in another Banquet Department classification shall be paid
at the rate of such classification to the nearest quarter hour.

23.10 No employee shall have the right to refuse to work an assigned function. Accordingly, an
employee who fails to work a scheduled function shall be considered as having performed
such assignment for purposes of scheduling.

23.11 A part-time or casual Banquet Server who refuses two (2) scheduled work assignments in
any fourteen (14) consecutive day period shall be considered to have terminated
employment with the Employer.

23.12 On functions where a guarantee is provided by the convenor, normal scheduling shall be
thirty (30) covers on dinner plate service, thirty-five (35) covers on luncheon service and
forty (40) covers on buffet service. Servers who serve the function will clear to a maximum
of seventy (70) covers. When scheduled, and to the extent possible, such duties will be
performed by casual Banquet Servers.

23.13 Management of the Residence shall not perform the duties of Banquet Department
bargaining unit employees, except in the case of an emergency, or for the purpose of
training or experimentation. The preceding provision shall not apply to functions where
specialized service is required.

23.14 Amount of Gratuities
a) Eighty percent (80%) of the gratuity Conference Facility Fees related to food
revenue shall constitute and be distributed as a gratuity to bargaining unit
employees who serve food, and a gratuity equal to
b) Ten percent (10%) of the revenue related to the sale of liquor or beer at “host
bars” shall constitute and be distributed as a gratuity to the bargaining unit
employees serving at “host bars”.

c) Banquet Department employees serving a banquet “cash bar” shall share in equal
portions a gratuity equal to fifty cents ($.50) per liquor, beer, wine or minerals ticket
sold. Banquet Department employees serving coffee breaks shall receive the
related gratuity. The remainder of gratuities will be at the disposal of the Employer.
23.15 **Payment of Gratuities**

a) Part-Time and Casual: Part-time and casual employees will each be paid an average of gratuities available for each meal period worked.

b) Full-Time: All remaining gratuities, as outlined above, shall be given to all full-time Banquet Servers. The gratuities shall be pooled, the number of functions shall be added together and divided into the pooled amount. Gratuities will be distributed on the basis of the number of functions each full-time employee worked during the pay period.

23.16 **Verification**

Checks or relevant documents showing the total amount of gratuity collected will be available for inspection by the Union. Gratuities distributed that are not subsequently collected from the guest are subject to recovery by the Employer from the gratuities of subsequent banquets worked by employees concerned. The Union shall be notified of such non-payment by the guest. The Employer shall recognize two (2) representatives of the Banquet Department and the Union Representative to verify gratuity distribution, in cooperation with the Management of the Banquet Department. These representatives, upon twenty-four (24) hours’ notice will be given access to any and all relevant information. The Union will notify the Employer as to the names of these representatives.

23.17 **Meals**

Banquet Servers shall be allowed one (1) meal for each four (4) hours worked. Pursuant to the requirements of Revenue Canada, employees receiving meals shall be assessed a taxable benefit.

23.18 **Casual Banquet Employees**

The employment of the casual Banquet Servers shall be governed by the Employment Standards Act of Ontario.

23.19 **Banquet Porters**

For functions of fifty (50) guests or less, and when only sandwiches and continental breakfasts are being served, Banquet Porters shall be responsible for service to guests. Functions of more than fifty (50) guests will be served by Servers. Banquet Porters shall be responsible for the serving of all coffee breaks.

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

UoT & CUPE Local 3261 – 89 Chestnut
Article 24 – Hours of Work and Work Schedules

24.01 The regular work week for all departments of the Residence shall be forty (40) hours per week. The forty (40) hour week shall consist of five (5) days per week and eight (8) hours per day.

24.02 An employee who punches, signs or otherwise causes information to be placed on another employee’s time card or time sheet is subject to disciplinary action up to and including discharge.

24.03 Work schedules shall provide employees with two (2) consecutive days off each week with possible exceptions in some departments where arrangements are made and approved by the parties concerned.

24.04 Departmental weekly work schedules shall be posted where deemed necessary not less than four (4) days prior to the scheduled period. The Employer may, on giving four (4) days’ notice to the employee(s) concerned and subject to the provisions of Article 23, revise such schedule(s) without the payment of premium time. In the event of regular time lost due to a layoff within a classification and department, work may be offered to employees on their scheduled days off at their regular basic hourly rate of pay in order to make up such regular time lost.

24.05 Subject to the provisions of Article 24.04, authorized work performed in excess of the normal work week or normal work day as defined in section 24.01, and on the sixth (6th) or seventh (7th) consecutive day worked, shall be paid at the rate of time and one-half the employee’s regular straight time hourly rate. It is agreed by the parties that if an employee requests a change in their scheduled days off or requests to work on their scheduled days off to make up for a shortage of hours, which results in work being performed on a sixth (6th) or seventh (7th) day, the Employer shall not be required to pay overtime rates to honour this request.

24.06 Employees shall be entitled to one (1) fifteen (15) minute rest period for each half shift of four (4) hours duration at a time determined by the Employer and consistent with efficient operations.

24.07 It is expressly understood that the provisions of this Article are intended only to provide a basis of calculating time worked and shall not be nor construed to be a guarantee as to the hours of work per week nor (except as provided in Article 23 hereof) as to working schedules.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
Article 25 – Shift Premium

25.01 Shift Premium

A shift premium of seventy cents ($0.75) shall be paid for all work performed on shifts in which at least half of the hours worked are between the hours of 11pm and 6am.

25.02 The Employer will, at its discretion, provide any employee who is required to overstay their regular finishing time and ends work between the hours of 1:30am and 6am, transportation cost or parking fees.

For the University

For the Union

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Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
ARTICLE 26: TEMPORARY TRANSFERS

26.01 An employee temporarily transferred or assigned to a higher rated classification for one (1) hour or more and fulfilling all of the duties and responsibilities of such position shall receive the rate of the higher classification while occupying such position. Should the temporary transfer be less than one (1) hour, such employee shall receive the rate of their regular classification. Assisting a higher rated employee shall not constitute a temporary transfer or assignment to a position in a higher classification.

26.02 An employee temporarily assigned to a position in a lower rated classification shall not have their rate reduced.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
Article 27 – Bereavement Leave

27.01 In the event of the death of an employee’s spouse, partner, child, parent, brother, sister, mother-in-law, father-in-law, brother-in-law or sister-in-law an employee with more than six (6) months continuous service shall receive up to five (5) days leave of absence and will be paid for time lost up to a maximum of eight (8) hours per day for each regularly scheduled work day that occurs within such five (5) day period.

Such leave is to be for the purpose of arranging and attending the funeral or for such other related requirements that would reasonably have necessitated time off duty. Where extensive travel is required or other circumstances arise where an additional day is required, Management retains the discretion to grant additional time off under this article, provided that paid bereavement leave does not exceed a total of six (6) working days in any year.

27.02 In the event of the death of an employee’s grandparent or grandchild, an employee with more than six (6) months continuous service shall receive two (2) days leave of absence in order to attend the funeral and shall be paid for time lost up to a maximum of eight (8) hours per day.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
Article 28 – General

28.01 The Employer agrees to provide meals to employees in Food and Beverage Preparation, Production and Service during the term of this Agreement, pursuant to the terms of this Agreement. Pursuant to the requirements of Revenue Canada, employees receiving meals shall be assessed a taxable benefit.

28.02 Uniforms or special style clothing, if required by the Employer, shall be supplied in the form of washable apparel. The Employer shall be responsible for repair and/or replacement of normal wear and tear as deemed necessary by the Employer. Employees shall be responsible for ensuring that the washable apparel provided by the Employer is worn at work in a clean, hygienic and presentable state, and maintained. Maintenance shall include repair of normal wear and tear, dry cleaning of non-washable apparel and laundering of kitchen whites and Room Attendants’ uniforms.

28.03 An employee providing their own knives shall be reimbursed up to a maximum of fifty dollars ($50.00) per year for the replacement of said knives upon approval by management.

28.04 Where the Employer requires safety shoes or boots to be worn as a condition of employment, the Employer will reimburse these employees, upon the submission of the original receipt, up to a maximum of one hundred seventy five (175) dollars annually. Safety shoes or boots must be Canadian Standard Association of UL approved and be in serviceable condition as determined by the employee’s supervisor. Should damages be incurred due to the use of chemicals prior to the end of the year, the damaged shoes shall be brought to the attention of the Health and Safety Committee, where upon their recommendation, a request for new shoes may be required.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
ARTICLE 29: JURY DUTY

29.01 An employee called for jury duty shall be reimbursed by the Employer for the difference between jury duty fees and the wage they would otherwise have received (not in excess of eight (8) hours per day or forty (40) hours per week) for the actual time they are necessarily required to be absent from work.

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 30: FEDERAL AND PROVINCIAL LEGISLATION

30.01 The parties agree they cannot be obligated or bound by any term or provision of this Agreement which is contrary to any existing federal or provincial legislation or regulations passed pursuant thereto. In the event any federal or provincial legislation makes invalid any term or provisions of this Agreement, the remaining terms and provisions shall remain in effect for the balance of the term of this Agreement.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
ARTICLE 31: BULLETIN BOARDS

31.01 The Employer shall make a bulletin board available for the posting of notices or reports for the information of Union members. Such notices or reports shall be limited to those concerning elections, meetings, recreational, social or educational activities and must be approved by the Director, Human Resources or designate prior to posting.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
Article 32 – Safety and Health

32.01 The Employer shall continue to make reasonable provisions for the safety and health of employees during the hours of their employment.

32.02 The Union and the Employer will co-operate in maintaining and promoting safe work practices.

32.03 The parties agree to continue the established Health and Safety Committee. Such Committee shall operate in accordance with the terms of the present Occupational Health and Safety Act of Ontario.

32.04 Health and Well Being
   The parties, having mutual concern for the health and well being of employees, agree to discuss wellness and modified work program activities or initiatives which act as a supplement to the statutory programs available.

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 33: TECHNOLOGICAL CHANGE

33.01 The Employer agrees to provide advance notice to employees and the Union of any changes in technology.

33.02 The parties agree to negotiate the introduction of new technology with a mind towards minimizing any adverse effects, if any, on the employee.

33:01 In the event the Employer plans to introduce technological change in the workplace that will result in the layoff of bargaining unit members, the Employer shall meet with the Union to discuss the proposed change(s) with the Union at least thirty (30) calendar days in advance of a management decision being taken to actually introduce any technological change. The Employer will discuss the proposed change(s) with the Union with the view of retraining, relocating and assisting any employee who may be displaced as a result of the said technological change.

Training Benefits

33:02 The Employer will retrain, relocate and assist any employee who may be displaced as a result of technological change. Such employees shall be given a reasonable period of time during which they may perfect or acquire the skills necessitated by the method of operations. There shall be no reduction in wages during the training period of such employees.
ARTICLE 34: JOB SECURITY

34.01 In the event that the Employer determines that it is necessary to subcontract (understood to include leasing and contracting in-and-out) work presently in the bargaining unit which affects an employee or permanently close a department, the following will occur:

(a) The Union and the employees will be provided with a minimum of ninety (90) days notice in writing of such a change.

(b) The Employer will, at the request of the Union, meet prior to the implementation of the change to determine ways of limiting the adverse effects on affected employees, if any, to review pertinent information and to consider reasonable alternatives, if any.

(c) Without limiting the outcome of (b), an employee who is displaced as a result of the change referred to above will first be offered available alternate employment within the bargaining unit if a position is available and the employee has the skill and ability to do the work required. Where skill and ability are equal between affected employees, then seniority shall be the governing factor. The employee shall retain their house seniority while being required to accumulate departmental seniority in their new position.

(d) Should no suitable position be available then the affected employee shall have the following options:

   i) elect to exercise bumping rights in accordance with 11.05(c) so long as the affected employee may bump into another department

   ii) apply for an available position for which they may be trained

   iii) remain on the seniority list for a period of fifty two (52) weeks and be subject to recall for any suitable employment and said fifty two (52) weeks may be extended by the Employer. Employees who are not recalled shall receive severance in accordance with ESA RSO 1990

   iv) elect to accept severance pay which shall be based upon:

<table>
<thead>
<tr>
<th>Years</th>
<th>Weeks</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-5</td>
<td>1 week per year</td>
</tr>
<tr>
<td>6-14</td>
<td>1 week, 3 days per year</td>
</tr>
<tr>
<td>15-19</td>
<td>2 weeks per year</td>
</tr>
<tr>
<td>20+</td>
<td>3 weeks per year</td>
</tr>
</tbody>
</table>

   The rate of pay for gratuity employed will be determined per their earnings on their T4 slip.

   The severance obligations herein are inclusive of all Employment Standards Act, 2000 (as amended) payments.

   For the purpose of severance pay calculation, the Employer will use forty (40) hours a week for full time employees. Part time employees will have
their hours averaged over the one (1) year preceding the permanent lay off.

v) One of the above must be selected by the affected employee no later than ten (10) days prior to the closure.

(e) The Employer will arrange a meeting between the Union and any contractor, that as a result of its activities within 89 Chestnut, will displace a bargaining unit employee.

(f) Notwithstanding the Employer will not exercise the provisions of this Article to subcontract work presently within the bargaining unit for the duration of this collective agreement.

34:02 It is the declared intention of the Employer to provide for the job security of the employees covered by the terms of this Agreement to the extent consistent with the obligation of the Employer to undertake the operations and administration of the University of Toronto in the most efficient and economic manner possible in order that it may satisfactorily discharge its responsibilities. It is agreed that no employee shall be laid off by reason of the Employer contracting out work being performed by such employee. However, in such event, the Employer agrees that the employee will be placed in another job with a similar rate and be retrained.

The University agrees to notify the Union at least two (2) weeks in advance of work being contracted out (for clarity, the date that work is contracted out will be interpreted in this paragraph as the date on which the contractor begins providing services under a new contract) where that work falls within the scope of the Collective Agreement and where the contracting out of the work will have an impact on the existing terms and/or conditions of employment of one or more bargaining unit member(s). Notice will not be required in cases of emergency where such notice would not be possible. After notice has been given as described in this paragraph, either party may request that a management and union committee meeting be convened as per Article 6:06 to discuss the contracting out that was the subject of the notice.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
ARTICLE 35: EDUCATION AND UNION FUNDS

35.01 The Employer recognizes that education is a continuing process. Accordingly the Employer shall allow the Union to sponsor education functions such as seminars and workshops to be held on the Employer's premises in facilities when they are available at no charge to the Union with the understanding that the Employer will not turn away revenue from other sources in order to accommodate such Union education functions.

35.02 Education Fund

The Employer agrees to contribute two-cent ($0.02) per hour worked per employee, into the UNITE HERE Local 75 Education Fund.

35.03 The Employer agrees to contribute two-cent ($0.02), from date of ratification, per hour—worked per employee into the UNITE HERE Local 75 World Culture Fund of Toronto's hotel workers.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
ARTICLE 36: PERSONNEL FILE

36.01 An employee may review his or her personnel file during the Human Resources Office regular business hours, provided that two (2) working days prior notice is given to the Human Resources Office. The employee is entitled to be accompanied by a Union Steward for up to half (1/2) an hour to review the personnel file.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
ARTICLE 37: WEARING OF UNION BUTTONS

37.01 The Employer shall not prohibit the wearing of union pins and buttons provided they are of reasonable size and style and management approves of their use beforehand. Management shall not unreasonably withhold approval.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
Article 38 – Termination

38.01 The Agreement shall continue in effect until 31-January-2018 December 31, 2020 and shall continue automatically thereafter for annual periods of one (1) year each, unless either party notifies the other in writing not less than thirty (30) days or not more than ninety (90) days prior to the expiration date, that it desires to amend or terminate the Agreement.

38.02 If, pursuant to such negotiations, an Agreement is not reached on the renewal or amendment of this Agreement prior to the current expiration date, it shall expire unless it is extended for a specific period by mutual Agreement of the parties. All such negotiations shall be subject to the Ontario Labour Relations Act as amended.

For the University

For the Union

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

XX:01 All correspondence between the parties arising out of this Agreement or incidental thereto shall pass to and from the Executive Director, Labour Relations or designate, University of Toronto, 215 Huron Street, 8th Floor, Toronto, Ontario, M5S 1A2 and the Local Union President, Canadian Union of Public Employees and its Local 3261, 703 Spadina Ave., 2nd Floor, Toronto, Ontario, M5S 2J4.

XX:02 Any such communication given under this Agreement shall be deemed given and received as of the business day following the date of mailing.
ARTICLE XX: OFFICE SPACE

XX:01 Office space will be provided rent free to the Canadian Union of Public Employees, Local 3261, in accordance with the following conditions:

1. Purpose

The University recognizes the need of the local Union to have a central location for files and normal office equipment for the purpose of conducting business with the administration of the University.

2. General

(a) This privilege may be withdrawn if the local Union uses or allows the office space to be used for any purposes other than those set out in Section 1.

(b) Signs may not be placed on the exterior or the interior walls of the building, except for the name of the organization on the door and on the building's directory.

(c) The University will provide space and cleaning service at no cost to the Union.

(d) The offices must be accessible in the normal manner for Physical Plant maintenance and cleaning services.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
ARTICLE XX: PRINTING OF THE AGREEMENT

XX:01 The Collective Agreement will be posted on the University’s Human Resources and Equity website and the link to said website will be provided to all employees in the bargaining unit. The Employer will supply the Union with an electronic copy and one hundred (100) printed copies of the Agreement.

XX:02 The parties agree to finalize the renewal Collective Agreement within six (6) months of the date of its ratification.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
The University and the Union agree to RENEW, AMEND or DELETE as specified below the following Letters of Understanding/Intent for the term of the renewal Collective Agreement:

- Letter of Understanding #1: Religious Holidays RENEW
- Letter of Understanding #2: New Duties in Classification RENEW
- Letter of Understanding #3: Past Practice RENEW
- Letter of Understanding #4: Night Cleaner Services RENEW
- Letter of Understanding #5: Housekeeping AMEND
- Letter of Understanding #6: Retirement Allowance for Full Time Employees RENEW
- Letter of Understanding #7: Outlets RENEW
- Letter of Understanding #8: Equal Opportunity Training Fund DELETE
- Letter of Understanding #9: Uniforms or Special Style Clothing DELETE (& incorporate into Article 28:02)
- Letter of Intent #1: Public Transit Subsidy RENEW
- Letter of Intent #2: Tuition Waiver for Dependents RENEW
- Letter of Intent #3: Educational Assistance Policy RENEW
- Letter of Understanding #10: Seniority RENEW
- Letter of Intent #4: Partnership on Training and Job Opportunities AMEND
- Letter of Understanding #11: Workplace Dignity RENEW
- Letter of Understanding #12: Deleted Positions / Departments RENEW
- Letter of Intent #5: Local 75 Transit Riders Fund DELETE
- Letter of Intent #6: Summer Scheduling AMEND
- Letter of Intent #7: Banquet Operations Meeting RENEW

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

UoFT & CUPE Local 3261 – 89 Chestnut
LETTER OF UNDERSTANDING #5: HOUSEKEEPING

June 18, 2015 DATE

Ms. Leanne MacMillan
National Representative
Canadian Union of Public Employees, Local 3261
80 Commerce Valley Court
Toronto, ON
L3T 0B2

Frank Piserchia
Assistant to the Director UNITE HERE LOCAL 75
Ontario Federation of Labour Building
15 Gervais Drive, Suite 310
Toronto, Ontario
M3C 1Y8

Dear Frank Piserchia Ms. Leanne MacMillan,

In the Housekeeping Department the employees and the employer shall follow these guidelines in room assignments.

The Union and the Employer understand that the room attendants Room and Public Area Attendants are paid to work by the hour.

1. The parties agree that room attendants Room and Public Area Attendants are expected to take breaks and meal periods.

2. In the event that a Room Attendant Room and Public Area Attendant believes that she/he they will not be able to complete the assigned number of rooms in the time allocated, she/he they shall advise her/his their supervisor as soon as she/he is they are aware. The Supervisor, once called, will assess the situation, taking into consideration that breaks should have been taken. Pending the outcome of the assessment, the Supervisor may arrange either assistance in the completion of the assignments or may reduce the number of rooms assigned on that particular day. An Arbitrator shall have no jurisdiction to entertain any grievance arising out of the provisions of this paragraph #2.

3. The parties agree to continue the practice that if a Room Attendant Room and Public Area Attendant is assigned a clean room they she/he must also notify their Supervisor, who will reissue the Room Attendant Room and Public Area Attendant another room to clean.
4. The Employer undertakes in Housekeeping that in the event of an unscheduled absence of a Room Attendant Room and Public Area Attendant, that another Room Attendant Room and Public Area Attendant will be called in to replace the absent employee. Call in will occur by seniority.

Cots & Cribs: The sum of $2.00 for the combination of set up/take down of a cot by the Houseperson, and $2.00 for the Room Attendant and/or Houseperson, for the make up of a cot will be effective as of written notice of ratification.

Yours truly,

Alex Brat  
Executive Director, Labour Relations
LETTER OF INTENT #4: Partnership on Training and Job Opportunities

June 18, 2015 DATE

Ms. Leanne MacMillan
National Representative
Canadian Union of Public Employees, Local 3261
80 Commerce Valley Court
Toronto, ON
L3T 0B2

Frank Piserchia
Assistant to the Director UNITE HERE LOCAL 75
Ontario Federation of Labour Building
15 Gervais Drive, Suite 310
Toronto, Ontario
M3C 1Y8

Dear Frank Piserchia Ms. Leanne MacMillan,

WHEREAS the Employer and the Union agree that high quality worker training and skills upgrading leads to high standards of service excellence;

AND WHEREAS the Employer has an interest in the recruitment and retention of skilled workers in its current and future properties;

AND WHEREAS training and skills development provide greater and more equitable access to jobs and promotional opportunities, particularly among new Canadians;

AND WHEREAS training is based on a mutually respectful training partnership between the Employer and the Union;

THEREFORE, BE IT RESOLVED that the Union and the Employer agree to jointly address a wide range of employment issues including recruitment, retention, job training and job placement including but not limited to the following examples of training:

1. The employer will work with the Union to provide English as a Second Language (ESL) and literacy classes to employees at the worksite, either directly, or in partnership with not-for-profit ESL providers.

2. Vocational skills training programs in housekeeping, food and beverage, maintenance and other departments for both promotion within and between these departments.

3. Opportunities to enter and/or complete culinary and maintenance apprenticeship programs.
4. Programs to evaluate and properly recognize prior learning and/or foreign credentials.

5. A commitment to involving workers in the planning and delivery of training, including on-going opportunities for peer-based training needs analyses, training plan development and where appropriate, delivery of training programs.

6. Programs through the Hospitality Workers Training Centre.

Yours truly,

Alex Brat
Executive Director, Labour Relations

For the University

For the Union

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

UoFT & CUPE Local 3261 – 89 Chestnut
LETTER OF INTENT #8: SUMMER SCHEDULING

June 18, 2016 DATE

Ms. Leanne MacMillan
National Representative
Canadian Union of Public Employees, Local 3261
80 Commerce Valley Court
Toronto, ON
L3T 0B2

Frank Piserchia
Assistant to the Director UNITE-HERE-LOCAL 75
Ontario Federation of Labour Building
15 Gervais Drive, Suite 310
Toronto, Ontario
M3C 1Y8

Dear Frank Piserchia Ms. Leanne MacMillan,

The parties agree to discuss and implement a summer schedule which shall include a blocked layoff option for a number of employees by seniority preference. Such number to be determined based on operational requirements as determined by the employer.

The University agrees to schedule kitchen employees during the summer months based on the classification required, as determined by the employer, to complete the duties as opposed to the historical practice of scheduling the highest classifications first based on departmental seniority.

The manager will continue to determine the skill, competence and ability required for each position scheduled in the kitchen. If the manager is having difficulty staffing the kitchen from May 10th to June 13th then the manager will demonstrate this to the Union and revert to the previous practice of scheduling based on the highest classification based on departmental seniority as set out in paragraph 3.

Previous Practice for employees at 89 Chestnut Residence in the kitchen has been to schedule the highest classifications based on departmental seniority throughout the summer months (i.e. May to August) and to recall the remaining employees based on classification seniority in descending order (recalling based on classification seniority from highest to lowest, i.e. Chef de Partie to 1st Cook to 2nd Cook, etc.).

Yours truly,
Alex Brat
Executive Director, Labour Relations

For the University

For the Union

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

UofT & CUPE Local 3261 – 89 Chestnut
SCHEDULE A: HOLIDAYS

The parties agree to the following days of observance for the stated holidays:

December 2015 to January 2016

- Wednesday, December 23, 2015 - Day of Closure
- Thursday, December 24, 2015 - Day before Christmas Day
- Friday, December 25, 2015 - Christmas Day, Statutory Holiday
- Monday, December 28, 2015 - Day of Closure
- Tuesday, December 29, 2015 - Day of Closure
- Wednesday, December 30, 2015 - Lieu for Boxing Day
- Thursday, December 31, 2015 - Day before New Year's
- Friday, January 1, 2016 - New Year's Day, Statutory Holiday

December 2016 to January 2017

- Wednesday, December 21, 2016 - Day of Closure
- Thursday, December 22, 2016 - Day of Closure
- Friday, December 23, 2016 - Day of Closure
- Monday, December 26, 2016 - Boxing Day, Statutory Holiday
- Tuesday, December 27, 2016 - Day before Christmas Day
- Wednesday, December 28, 2016 - Lieu for Christmas Day
- Thursday, December 29, 2016 - Day before New Year's Day
- Friday, December 30, 2016 - Lieu for New Year's Day

December 2018 to January 2019

- Monday, December 24, 2018 - Day before Christmas Day
- Tuesday, December 25, 2018 - Christmas Day, Statutory Holiday
- Wednesday, December 26, 2018 - Boxing Day, Statutory Holiday
- Thursday, December 27, 2018 - Day of Closure
- Friday, December 28, 2018 - Day of Closure
- Monday, December 31, 2018 - Day before New Year's Day
- Tuesday, January 1, 2019 - New Year's Day, Statutory Holiday
- Wednesday, January 2, 2019 - Day of Closure
- Thursday, January 3, 2019 - Presidential holiday
- Friday, January 4, 2019 - Presidential holiday

December 2019 to January 2020

- Monday, December 23, 2019 - Day of Closure
- Tuesday, December 24, 2019 - Day before Christmas Day
- Wednesday, December 25, 2019 - Christmas Day, Statutory Holiday
- Thursday, December 26, 2019 - Boxing Day, Statutory Holiday
- Friday, December 27, 2019 - Day of Closure
- Monday, December 30, 2019 - Day of Closure
Tuesday December 31, 2019   Day before New Year’s Day  
Wednesday January 1, 2020   New Year’s Day, Statutory Holiday  
Thursday January 2, 2020    Presidential holiday  
Friday January 3, 2020      Presidential holiday  

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
<table>
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<th>Classification</th>
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<th>1-Apr-19</th>
<th>1-Apr-20</th>
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<td>Amount</td>
<td>New Hire Rate = 80%</td>
</tr>
<tr>
<td>Room &amp; Public Area Attendant**</td>
<td>16.77</td>
<td>20.96</td>
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<td>16.63</td>
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<td>14.08</td>
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<td>18.26</td>
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<tr>
<td>Make Ready Team</td>
<td>16.82</td>
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<td>17.16</td>
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<tr>
<td>Lead Hand Food Service Worker***</td>
<td>17.77</td>
<td>22.21</td>
<td>18.12</td>
</tr>
</tbody>
</table>

1) New Hire rate is 76% 80% of full rate for 18 5 months but must be at least ESA minimum
2) Banquet Server and Banquet Bartender – New Hire rate is equivalent to Ontario "Liquor Servers Minimum Wage" rate
*Comprised of previous Dishwasher, Prep Cook, and Store Attendant classifications
** Comprised of previous Cleaner - Public Area, Carpet Cleaner, Room Attendant and Houseperson classifications
***Comprised of previous Lead Hand Stewarding and Lead Hand Store Attendant classifications
Schedule C: Designated Authorities

The University will supply the Union with an updated list of Designated Authorities as amended from time to time.

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
LETTER OF AGREEMENT: IMPACT OF EMPLOYMENT INSURANCE LEGISLATIVE CHANGES

DATE

Ms. Leanne MacMillan
National Representative
Canadian Union of Public Employees, Local 3261
80 Commerce Valley Court
Markham, Ontario
L3T 0B2

Dear Ms. MacMillan,

The parties agree that an employee who is entitled to and provided with salary during the one-week waiting period and top up pursuant to Articles 12:02(b), 12:03(c) or 12:04(d), will receive one paid week of leave ("Parental Transition Week") immediately following the end of their EI pregnancy or parental leave (the end of their combined leaves for employees who take both pregnancy and parental leave). This Parental Transition Week will be in addition to the leave entitlements set out in Articles 12:02(a), 12:03(a) and/or 12:04(a).

During the Parental Transition Week, employees will be paid 100 per cent of their weekly salary.

Yours truly,

Alex Brat
Executive Director, Labour Relations

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
LETTER OF UNDERSTANDING: BENEFIT LEVELS

DATE

Ms. Leanne MacMillan
National Representative
Canadian Union of Public Employees, Local 3261
80 Commerce Valley Court
Markham, Ontario
L3T 0B2

Dear Ms. MacMillan,

The parties agree that the benefit levels provided under benefit plans listed in Article 20 shall be consistent with the benefit levels provided under the CUPE 3261 FT/PT collective agreement.

Yours truly,

Alex Brat
Executive Director, Labour Relations

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.
Letter of Understanding re: Red Seal Premium

An employee will be paid a premium of $1 (one dollar) per hour, added to their basic hourly wage rate set out in Schedule B, if they meet both the following criteria:

- They are in either Chef de Partie or Lead Cook classification, and
- They have received Red Seal Certification (Cook - Trade Code 415A) and provide a copy of their certificate upon request.

For the University

For the Union

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