



FOR INFORMATION

PUBLIC

OPEN SESSION

TO: Business Board

SPONSOR: Kelly Hannah-Moffat, Vice-President, People Strategy, Equity & Culture
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PRESENTER: Kelly Hannah-Moffat, Vice-President, People Strategy, Equity & Culture
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DATE: April 18, 2024 for April 25, 2024

AGENDA ITEM: 9 (a)

ITEM IDENTIFICATION:

July 1, 2023 to June 30, 2026 Collective Agreement between the University of Toronto and USW Local 1998-Casuals.

JURISDICTIONAL INFORMATION:

In accordance with Section 5.10(c) of the Business Board Terms of Reference, approval of changes to the Collective Agreement within existing policies and salary determination procedures are delegated to the President and are provided for information.

GOVERNANCE PATH:

1. Business Board [For Information] (April 25, 2024)

PREVIOUS ACTION TAKEN:

N/A

HIGHLIGHTS:

The University of Toronto and the United Steelworkers, Local 1998 (Casual) have completed negotiations for a 3-year renewal collective agreement, July 1, 2023 – June 30, 2026. The USW Casual unit represents approximately 4,000 casual administrative and technical employees working on all three University campuses. The Memorandum of Agreement was signed on February 16, 2024 and ratified by the Union on February 27, 2024.

This collective agreement is part of a bargaining cycle based on a pattern of Across-the-Board (ATB) wage increases that began with the USW Staff-Appointed agreement reached last September, immediately following UTFA's arbitration award. This ATB pattern now applies to more than 18,000 University employees represented by USW and CUPE in eight different bargaining units.

This agreement occurred within the context of Bill 124 being deemed unconstitutional and subsequently repealed in February 2024. Bill 124 restricted compensation increases to 1% annually during a 3-year moderation period, which coincided with extraordinarily high inflation that averaged well over 3% per year during and after the COVID-19 pandemic. High inflation, combined with restricted compensation under Bill 124, and the exclusion from our collective agreements of any retroactive wage increases (“reopeners”) in the event that Bill 124 was repealed, meant that the University spent significantly less on labour costs relative to inflation for the 6 years that include the Bill 124 moderation period as compared to previous years, since at least 2005. At the same time, we shifted from our historical trend of negotiating ATB wage increases that match or exceed inflation, thereby limiting the impact of pandemic-related inflationary spikes on our labour costs. Our ATB increases are on average approximately 0.65% per year below the CPI over the past 6 years, or approximately 3.8% in total below the CPI for the past 6-year period.

The University resisted significant union pressure to provide retroactive wage increases to cover the 3-year Bill 124 moderation period. The absence of “reopener” provisions in our collective agreements means we have minimal responsibility for the financial damages of the now repealed Bill 124. USW, CUPE and other unions are currently pursuing damages in court from the Ontario government.

Key Non-monetary Revisions

- Added Land Acknowledgment statement as approved by Governing Council to the Collective Agreement
- Established a Labour/Management Committee process for the Casual bargaining unit, separating it from the Staff-Appointed Labour/Management Committee process
- Significantly improved various provisions of the Collective Agreement in respect of harassment, discrimination, and employment equity
- New Health & Safety language to facilitate participation of bargaining unit members on Joint Health & Safety Committees in accordance with OHSA
- Agreed to new Letter of Intent: Scope to address Union concerns regarding the University’s approach in determining whether or not individuals are included in the bargaining unit
- Strengthened provisions for union orientation for newly hired employees, and for employee attendance at union meetings
- Updated the Grievance Procedure to align with the Staff-Appointed bargaining unit
- Agreed to meet with the Union to discuss the University’s guidelines for determining rates of pay for Casual employees who perform a significant portion of the duties of a Staff-Appointed position
- Agreed to meet with the Union to discuss how the University’s Policy on Disconnecting from Work is being implemented and communicated to employees in the bargaining unit
- Agreed to meet with the Union to explore training options for front-line staff in respect of crisis identification and referral training

Monetary Revisions

- Increase the minimum rate of pay in accordance with Article 21: Wages to \$18.00 per hour in year 1 (July 1, 2023), \$19.00 per hour in year 2 (July 1, 2024) and \$20.00 per hour in year 3 (July 1, 2025)
- Employees not paid in accordance with the minimum rate of pay and not in accordance with the salary grid for Staff-Appointed positions, and whose wage rate has not changed for any reason

other than a material change in duties shall be eligible to receive an up to 9.0% wage increase in year 1 (July 1, 2023), an up to 2.0% wage increase in year 2 (July 1, 2024), and an up to 1.8% increase in year 3 (July 1, 2025)

- Renewed existing Health Care Benefit; University to provide \$150,000 in 3 equal installments to the USW Benefit Plan to enable the Union to administer a health care benefit plan for eligible bargaining unit employees
- One additional paid sick shift, for a total of three paid sick shifts per Collective Agreement year
- One additional holiday (Civic Holiday); eligibility for pay or time in lieu of pay to be determined in accordance with the *Employment Standards Act*

FINANCIAL IMPLICATIONS:

Estimated Costing – USW Local 1998 – Casual Collective Agreement July 1, 2023 to June 30, 2026

Bargaining Unit Base Payroll = \$62.2M	Year 1	Year 2	Year 3	Total Over 3 Years (Salary Base Increase)	Total Over 3 Years (Benefits)
Wage increases - ATB	\$3073K 4.94%	\$1336K 2.00%	\$1226k 1.80%	\$5635K 8.74%	
Increase to new minimum wage		\$150K 0.22%	\$189K 0.28%	\$339K 0.50%	
Health Care Benefits	\$50K 0.08%	\$50K 0.07%	\$50K 0.07%		\$150K 0.22%
1 additional paid sick shift	\$17.5K 0.03%				\$17.5K 0.03%
1 additional holiday (Civic Holiday)		\$267K 0.40%			\$267K 0.40%
Total	\$3141K 5.05%	\$1803K 2.69%	\$1465K 2.15%	\$5974K 9.24%	\$434.5K 0.65%