

MEMORANDUM OF AGREEMENT FOR A RENEWAL COLLECTIVE AGREEMENT

BETWEEN

THE BOARD OF REGENTS OF VICTORIA UNIVERSITY IN THE UNIVERSITY OF TORONTO
(Hereinafter referred to as "the Employer")

AND

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 3902, UNIT 2
(Hereinafter referred to as "the Union")


1. The term of the renewal collective agreement shall be from January 1, 2021 to December 31, 2023.
2. The parties herein agree that said Collective Agreement shall include the terms of the previous collective agreement that expired on December 31, 2020 provided, however, that the amendments attached hereto are incorporated.
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. It is agreed that the articles in the Collective Agreement will be renumbered to reflect the amendments as necessary.

For the Employer






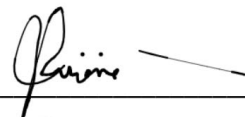






For the Union













Dated at Toronto this day of 22 March, 2023

PACKAGE FOR SETTLEMENT:

- All proposals as attached to this document
- No provisions are retroactive unless expressly indicated
- ~~The term of the agreement shall be from January 1, 2021 to December 31, 2023~~
- ~~The Employer and the Union agree to **RENEW** all Letters of Agreement/Understanding/Intent for the term of the renewal Collective Agreement~~
- **Update and renew all Letters of Intent**
- **The renewal collective agreement shall be identical to the predecessor January 1, 2018 to December 31, 2020 collective agreement except as set out herein.**
- Revise Article 15.01 (a) Job Postings :“Victoria College shall maintain a pool for the purpose of notification of postings for Sessional Lecturer positions consisting of all Sessional Lecturers who have been employed by Victoria College within the previous twelve (12) months.”
- Update Appendix A Wages to the following:
 - For the Sessional Lecturer increase wages as follows, **includes 4% vacation pay:**
 - Effective (retroactive) September 1, 2021: \$17,658.50
 - Effective (retroactive) September 1, 2022: \$18,364.84
 - Effective September 1, 2023: \$18,915.79
 - **Sessional Lecturer I – Long-Term increase wages as follows, ~~plus~~ includes 6% vacation pay:**
 - **Effective (retroactive) September 1, 2021: \$18,541.43**
 - **Effective (retroactive) September 1, 2022: \$19,283.09**
 - **Effective September 1, 2023: \$19,861.58**
 - Sessional Lecturer II job categories increase wage as follows, **plus includes 6% vacation pay:**
 - Effective (retroactive) September 1, 2021: \$18,898.00
 - Effective (retroactive) September 1, 2022: \$19,653.92
 - Effective September 1, 2023: \$20,243.53
 - For Teaching Assistant increase wage as follows, **excludes vacation pay:**
 - Effective (retroactive) January 1, 2021: ~~\$46.70~~ **\$48.08** **\$46.70 + OTO payment \$1.38**
 - Effective (retroactive) January 1, 2022: ~~\$47.17~~ **\$50.00** **\$47.17 + OTO payment \$2.83**
 - Effective (retroactive) January 1, 2023: ~~\$47.64~~ **\$51.50** **\$47.64**
 - For Writing Instructor increase wage as follows, **excludes vacation pay:**
 - Effective (retroactive) ~~September~~ **January** ~~September~~ 1, 2021: \$49.86
 - Effective (retroactive) ~~September~~ **January** ~~September~~ 1, 2022: \$51.85
 - Effective (~~retroactive~~) ~~September~~ **January** ~~September~~ 1, 2023: \$53.41
 - For Undergraduate Tutor increase wage as follows, **excludes vacation pay:**
 - Effective (retroactive) September 1, 2021: \$23.84
 - Effective (retroactive) September 1, 2022: \$24.79
 - Effective September 1, 2023: ~~\$25.78~~ **\$25.54**

- RRSP
 - Effective on the date of ratification, increase employee and employer contributions from 5% to 7%
- Health Care Spending Account (HCSA)
 - The Employer will provide eligible employees access to the HCSA for reimbursement for expenses incurred at any time during the plan year if feasible.
 - Effective on the date of ratification, increase allocation for the HCSA as follows:

First .5 FCE or 340 50 to 239 hours	Each additional .5 FCE or 140 <u>120</u> hours or portion thereof	Maximum per plan year
\$325.00 <u>500.00</u>	\$325.00 <u>350.00</u>	\$1,592.00 <u>1,900.00</u>

**Memorandum of Agreement between
Victoria College and CUPE 3902, Unit 2**

Signatures For the Union



Janine Rivière, Fourth Vice-President



Tim Gadanidis, Secretary-Treasurer



Clara Chang, Communications and Recording
Secretary



Daniel Brielmaier, Staff Representative



Christien Garcia, Unit 2 Member, Third Vice-
President



Eriks Bredovskis, President of the Local

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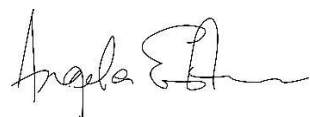
Signatures for the University



Ray deSouza
Bursar and CAO



Joanne Evans
Director of Human Resources



Angela Esterhammer
Principal, Victoria College



Thomas MacKay
Manager, Student Success & Academic Advising