

MINUTES OF SETTLEMENT

BETWEEN

COLLEGE EMPLOYER COUNCIL (“the CEC”)

AND

**ONTARIO PUBLIC SERVICE EMPLOYEES UNION (“OPSEU/SEFPO”)
Part-Time Support Staff**

WHEREAS the College Employer Council and the Ontario Public Service Employees Union (“OPSEU/SEFPO”) (together “the Parties”) entered into negotiations regarding a renewal collective agreement in or around June 23, 2021.

AND WHEREAS the Parties reached a Memorandum of Settlement on June 25, 2021,

AND WHEREAS the Union ratified the Agreement on August 13 to August 17, 2021, which established the terms of the renewal collective agreement between them (the “Collective Agreement”).

AND WHEREAS the Collective Agreement included, among other things, wage increases of one (1) percent in each of the following years:

February 1, 2021;

February 1, 2022;

February 1, 2023.

(collectively referred to as the “Bill 124 Annual Increases”);

AND WHEREAS the Collective Agreement contained a Letter of Understanding regarding Bill 124 - *Protecting a Sustainable Public Sector for Future Generations Act, 2019* (“Bill 124”) (the “Letter of Understanding”);

AND WHEREAS on November 29, 2022 a court of competent jurisdiction found that Bill 124 was unconstitutional in *Ontario English Catholic Teachers Assoc. v. His Majesty, 2022*, 2022 ONSC 6658 (the “Koehnen Decision”), but reserved on the issue of remedy;

AND WHEREAS the Koehnen Decision has been appealed;

AND WHEREAS the Parties agree to the following terms and conditions in full and final satisfaction of any and all obligations pursuant to the Letter of Understanding:

1. Except as modified by these Minutes of Settlement all other terms and conditions of the Collective Agreement shall continue in full force and effect until January 31, 2024.
2. The Parties agree to the following wage increases for each year of the collective agreement, which **include** the Bill 124 Annual Increases:

Wage increases for each year of the collective agreement, which include the previously provided Bill 124 Annual Increases:

The hourly rate of wages will be determined by the College except that no employee employed as of February 21, 2019, will have their hourly wage rate reduced while they continue to occupy the position held as of February 21, 2019, and no employee will be paid less than the minimum wage.

Effective February 1, 2021 - All employees who are employed as of this date will have their hourly wage rate increased by 3%.

Effective February 1, 2022 - All employees who are employed as of this date will have their hourly wage increased by 3% .

Effective February 1 , 2023 - All employees who are employed as of this date will have their hourly wage increased by 3.5%.

These salary adjustments apply on a retroactive basis only to:

- All current bargaining unit employees as of the date of this Minutes of Settlement.
 - Retroactive payments shall be made by December 31, 2023, and
 - Former bargaining unit employees who continue to be employed by the College as of the date of this Minutes of Settlement with respect to payments made under the Part-time Support Agreement.
 - Retroactive payments shall be made by December 31, 2023, and
 - Regular Part-Time employees (RPTs) employed as of these effective dates who are no longer employed by the College.
 - Retroactive payments shall be made by June 30, 2024, and
 - Project of a Non-Recurring Kind (PNRK) employees employed as of these effective dates and who are no longer employed by the College.
 - Retroactive payments shall be made by June 30, 2024
 - Employees with Casual, Temporary and Student contracts employed by the College as a Casual, Temporary or Student employee after November 29, 2022, but who are no longer employed by the College and who notify in writing the College on or before December 31, 2023, for retroactive payments.
 - Retroactive payments shall be made by June 30, 2024. The notification shall include information agreed to by the parties as to enable the College to identify the individual and the relevant contracts.
 - The parties shall meet on Friday, October 25, 2023, to determine the criteria the notification will require and where to submit the notification.
3. In the event that Bill 124 (*Protecting a Sustainable Public Sector for Future Generations Act, 2019*) comes into effect, the Parties agree to meet to discuss its impact on these Minutes of Settlement. If the Parties cannot agree on its impact, they shall engage Arbitrator Eli Gedalof to determine the matter.

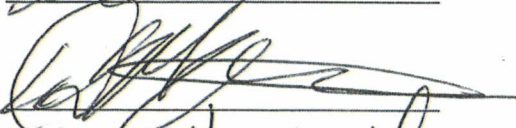
4. The Parties agree to a "media blackout" regarding the terms of this Agreement until October 20, 2023, at Noon.
5. The Parties agree that Arbitrator Eli Gedalof shall be seized with the interpretation and administration of these Minutes of Settlement.

Signed at Toronto this 18th day of October 2023.

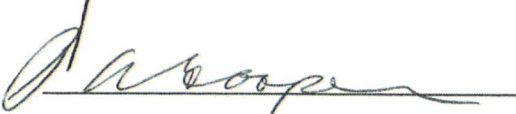
For OPSEU/SEFPO

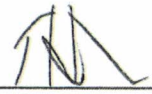
For the CEC

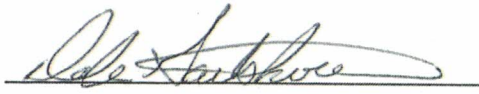




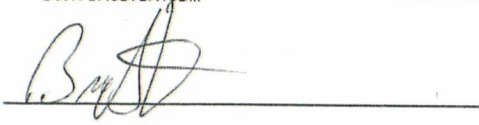
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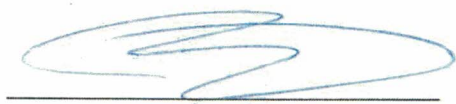




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