

**Union proposals for  
renewal Collective  
Agreement negotiations  
between U of T and CUPE  
3902, Unit 5**

*Without prejudice or precedent.  
Subject to errors and omissions.  
The Union reserves the right to  
introduce additional proposals.*  
November 2, 2023  
Proposal #4 & 5

ARTICLE 14: WAGES

14:01 Effective January 1, 202~~30~~<sup>30</sup>, the minimum annual full-time salary inclusive of vacation pay shall be: ~~\$50,000~~<sup>\$35,350</sup>.

Effective January 1, 202~~41~~<sup>41</sup> the minimum annual full-time salary inclusive of vacation pay shall be: ~~\$52,500~~<sup>\$35,704</sup>.

Effective January 1, 202~~52~~<sup>52</sup> the minimum annual full-time salary inclusive of vacation pay shall be: ~~\$55,125~~<sup>\$36,061</sup>.

See Schedule B for Salaries above the minimum.

14:02 Salaries will be paid in equal monthly installments over the period of the contract's duration. Part-time appointments or appointments of less than a year shall be paid a salary prorated to the amounts in Article 14:01.

14:03 The Parties agree that compensation varying from the minimum salary provisions in 14:01 may be offered and accepted without creating a violation of the provisions of this Collective Agreement, provided that such alternative compensation shall not be less than the applicable salary.

14:04 In the event of the death of an employee covered by this Agreement, the Employer agrees to pay the employee's estate the full salary and vacation pay accrued to the end of the month in which the employee died.

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SCHEDULE B: INCREASES TO SALARIES ABOVE THE MINIMUM

Each active employee in the bargaining unit (including employees on any approved leave pursuant to the Employment Standards Act or this Collective Agreement), **or former employee of the bargaining unit that was employed between January 1, 2023 and the ratification date,** shall receive ~~a 9% retroactive salary increase~~ **a 4% salary increase effective on the ratification date. Any active employee in the bargaining unit will receive a 4% increase on January 1, 2024, and a 3% increase on January 1, 2025** and on each Salary Adjustment Date\* during the term of the ~~2023 - 2025~~ **2023 - 2022** Collective Agreement provided ALL of the following conditions are met:

- ~~i. the~~ employee is receiving more than the minimum salary set out in Article 14:01 of the Collective Agreement, ~~AND~~
- ii. has worked without a break in service in each of the twelve (12) months immediately preceding and including the ratification date and/or the employee's Salary Adjustment Date\* as applicable, ~~AND~~
- iii. whose annualized salary, i.e. 100% Full Time Equivalent, has not increased for ANY reason (including on the Salary Adjustment Date\* and on the ratification date) during the twelve (12) months immediately preceding the ratification date and/or the Salary Adjustment Date\* as applicable.
- iv. For clarity, ~~An~~ **an** employee who received an increase during **the previous** twelve-month period ~~referred to above~~, which is less than **9% in year one of the collective agreement, 4% in year two of the collective agreement, or 3% in year three of the collective agreement** ~~1.0%~~, shall receive a top-up increase effective ~~on the Salary Adjustment Date\* and/or the~~ **upon** ratification date. ~~as applicable such that the total of the two increases is equal to 1.0%.~~
- v. For clarity, one-time-only payments, if any, are considered "increases" and will be included in the calculation of an employee's annualized salary.

For clarity, **Within** ninety (90) calendar days following ratification, the University will process **increases for the initial group of increases which will include all employees who were employed in the bargaining unit at any time between January 1, 2023 and the date of ratification** ~~actively employed in the bargaining unit on the date of ratification~~ (including employees on any approved leave pursuant to the Employment Standards Act or this Collective

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Agreement) and who are eligible for a salary increase as prescribed above. ~~Those increases will be retroactive to the later of the employee's anniversary date of employment in the bargaining unit or the date of ratification. Thereafter, the University will review salaries of employees at least once every two months and implement salary increases retroactive to each employee's Salary Adjustment Date\*~~.

~~\*Salary Adjustment Date~~

~~An employee who receives an initial salary increase as provided above effective on the ratification date will have a Salary Adjustment Date annually on the anniversary of the ratification date provided the employee remains actively employed in the bargaining unit (including employees on any approved leave pursuant to the Employment Standards Act or this Collective Agreement) with no break in service.~~

~~All other employees will have Salary Adjustment Dates annually on the anniversary of each employee's start date of employment in the bargaining unit provided the employee remains actively employed in the bargaining unit (including employees on any approved leave pursuant to the Employment Standards Act or this Collective Agreement) with no break in service.~~