

July 25, 2025 11:55am Employer Without Prejudice or Precedent Memorandum of Settlement for a Renewal Collective Agreement - Open for acceptance until 4:30 pm on Tuesday, July 29, 2025.

IN THE MATTER OF A NEGOTIATIONS FOR A RENEWAL COLLECTIVE AGREEMENT
BETWEEN:

YORK UNIVERSITY
(THE "UNIVERSITY" OR THE "EMPLOYER")

-AND-

OSGOODE HALL FACULTY ASSOCIATION
(THE "ASSOCIATION" OR "OHFA")

MEMORANDUM OF SETTLEMENT FOR A RENEWAL
COLLECTIVE AGREEMENT

- A. These proposals are tabled without prejudice to the Employer's tabling of additional, new and/or amended proposals in the course of collective bargaining negotiations.
- B. These proposals are made without prejudice to the Employer's interpretation of collective agreement language in any current or future grievances.
- C. The Employer has endeavoured to black-line or strike through proposed changes from the language of the 2022-2025 collective agreement.
- D. The final form of a renewal collective agreement is subject to necessary housekeeping and administrative detail for numerical consistency, dates, cross-referencing of Article numbers and the like.
- E. Nothing is finally agreed until everything is agreed.

MEMORANDUM OF SETTLEMENT OF A RENEWAL COLLECTIVE AGREEMENT

1. The parties' respective negotiating committees agree to recommend to their principals' ratification of the Memorandum of Settlement for a renewal collective agreement. OHFA has advised that it will endeavour to complete its ratification process as soon as possible and no later than August 15, 2025. The Employer confirms that it will similarly endeavour to complete its ratification process before August 15, 2025.

2. Term

The term of the renewal collective agreement will be from the date of ratification by both parties ("Date of Ratification") to June 30, 2028 and the terms of the renewal collective agreement will have no retroactive effect whatsoever prior to the Date of Ratification other than as expressly set out in writing in the Memorandum of Settlement.

3. Base Salary Adjustments

Revise Article 24.02 to reflect base salary adjustments as follows:

- (a) Date of Ratification: Base salary increase of 3.10%
- (b) Effective 1 July 2026: Base salary increase of 2.85%
- (c) Effective 1 July 2027: Base salary increase of 2.85%

4. Appendix C

Revise Appendix C (Academic Administrative Positions Article 24.10) Stipends to reflect increases in stipends as follows:

- (a) Date of Ratification: increase Stipend(s) by 3.10%
- (b) Effective 1 July 2026: increase Stipend(s) by 2.85%
- (c) Effective 1 July 2027: increase Stipend(s) by 2.85%

5. Lump Sum Payment

Employees who were in the bargaining unit on the July 1, 2025 shall receive a lump sum payment, less deductions required by law, in an amount equal to the difference between what they earned during the period July 1, 2025 to the Date of Ratification and what they would have earned during that same period of time if the adjustments described in paragraphs 3(a) and 4(a), above and the Progress-through-the Ranks (PTR) increment as per proposal E12 in Schedule A of this Memorandum of Settlement had been implemented effective July 1, 2025. This payment will be made on a regular monthly pay date as expeditiously as practicable following the Date of Ratification.

6. Computer Renewal Program

As of September 1, 2025, the Computer Renewal Program will operate as follows:

The Employer shall provide employees with a computer of the University's standard quality in

accordance with the University's Computer Renewal Program as administered in the Faculty. Effective September 1, 2025, employees have the option of a replacement computer under this Program at any time after four (4) years. Where an employee wishes to purchase a computer with upgrades or enhanced configurations, the employee will be responsible for any cost in excess of \$1750 payable through the employee's eligible research grants or Professional Expense Reimbursement (PER). Nothing herein precludes a standard computer configuration being established by the Employer at a cost of over \$1750 to be paid fully by the Employer.

7. Anomalies Exercise

The parties agree to continue the anomalies exercise agreed to in Section 4 of the Memorandum of Settlement dated September 18, 2016, continued in Section 5 of the Memorandum of Settlement dated October 27, 2018, and continued in Section 7 of the Memorandum of Settlement dated August 19, 2022, and that the present Agreement will not prejudice in any way implementation of the anomalies exercises for the years subject to those agreements.

Per Section 7 of the Memorandum of Settlement dated October 27, 2018, the annual anomalies exercise will review and consider the salaries of all eligible faculty members without the requirement of an application.

8. The parties agree to discuss in JOLMC whether career stage should be an additional factor to be considered in the annual anomalies exercise.
9. Further to the newly agreed upon article on Electronic Monitoring and Data Privacy, the parties will discuss in JOLMC the collection, usage, retention, and destruction of employee personal information.
10. The renewal collective agreement shall be in the same form as the current collective agreement which expired on June 30, 2025 other than as modified by Schedule A to the Memorandum of Settlement.
11. All other proposals not included in the final form of the Memorandum of Settlement are withdrawn by the parties.

Dated at Toronto on July 29, 2025

For the Union:



Richard Haigh

"Jennifer Nadler"

"Gus Van Harten"

"Jill Flohil"

For the Employer:



Adam Bereza,
Director, Faculty Relations

"Rhonda Brown"

"Leanne De Filippis"

"Lisa Dufraimont"

"Trevor Farrow"

"Jasun Fox"

"Amy Rudnicki"

Schedule A to the July 25, 2025 Memorandum of Settlement for a Renewal Collective Agreement

Proposal #	Article	Date Tabled	Proposal
E10	MOA	July 23, 2025	<p>Employer response to OHFA counter dated July 23, 2025.</p> <p>Employer Response to OHFA's Negotiation Aims #3 re: timely and effective means to resolve grievance</p> <p>Memorandum of Agreement for a Mediation Pilot Program ("Mediation Program") the terms and conditions of which are set out below.</p> <p>Memorandum of Agreement for a Mediation Pilot Program ("Mediation Program")</p> <ol style="list-style-type: none"> 1. Within one month of the ratification of the 2025-2028 renewal Collective Agreement, the parties agree to establish a new Mediation Program and will arrange a series of standing dates, at least one (1) in each of the Fall and Winter Terms with a Mediator from the list below (subject to agreement and availability) <ol style="list-style-type: none"> a. Kevin Burkett b. Eli Gedalof c. William Kaplan d. Lindsay Lawrence e. Archana Mathew f. Elizabeth McIntyre g. Mark Wright h. or another mutually agreed to Mediator who appears on the Minister's List of Approved Arbitrators. 2. The grieving party who wishes to refer a grievance through this Mediation Program will submit a notice of intent within fourteen (14) days of receiving the written response in Articles 9.06, 9.07 or 9.08. The recipient of the referral notice shall confirm whether they agree to referring the matter to this Mediation Program within twenty-one (21) days of receipt of the referral notice. 3. Where elected, the parties will refer the matter to a mediator from the agreed-upon roster who has the next available standing date.

			<p>4. The parties agree that any such mediation is confidential and without prejudice.</p> <p>5. It is understood and agreed that each party shall be responsible for its expenses related to the mediation. Each party shall pay one-half of the Mediator's fees and expenses. Where the parties agree to conduct the mediation in person, each party shall pay one-half of the mediation room expenses. Where possible, the parties will explore facilities available at no cost, as appropriate, provided it does not delay scheduling the mediation.</p> <p>6. The Mediator shall have the authority to determine the conduct of the mediation but shall have no authority to add to, subtract from, modify, change, alter, or ignore in any way the provisions of the collective agreement.</p> <p>7. The outcome of the mediation process will be one of the following:</p> <ul style="list-style-type: none"> a. No resolution is reached and the grieving party elects to withdraw the grievance and take no further action with respect to the matters which gave rise to the grievance; or b. A resolution is reached through mediation, the terms of which will be confirmed in a Memorandum of Settlement, signed by all parties, and distributed to each of the parties, as appropriate; or c. No resolution is reached and the parties agree in writing that the mediator shall be appointed as arbitrator to hear the grievance on its merits at a mutually agreed upon arbitration date to be determined within thirty (30) days of the mediation; or d. No resolution is reached and the parties do not agree in writing to appoint the mediator as arbitrator to hear the grievance on its merits. Consistent with Article 10 Arbitration Procedure, the grieving party shall, within twenty-one (21) days of the end of the mediation process, inform the other party of its intention to proceed to arbitration. <p>The Mediation Program will end no later than June 29th, 2028 unless ended earlier by mutual agreement in writing or extended beyond June 29th, 2028 by mutual agreement in writing.</p>
Employer counter	28	June 24, 2025	Amend Article 28 as follows:

to OHFA verbal proposal			<p>Copies of the Agreement</p> <p><u>The Employer agrees to prepare and make an electronic copy of the collective agreement available on a website accessible to employees.</u> The Employer agrees to prepare and provide to each employee a copy of this collective agreement, including those Appendices that the parties agree should be distributed, and further, to provide to the Association additional copies for its own use, within sixty (60) days after the signing of this collective agreement. The <u>Any</u> costs of <u>the</u> this initial preparation and distribution of copies of the collective agreement shall be shared equally by the Employer and the Association. Routine distribution of copies to new employees thereafter shall be at the expense of the Employer. The Employer further agrees to make an electronic copy of the collective agreement available on a website accessible to employees.</p>
E11	24.02	July 25, 2025	<p>Employer response to OHFA counter dated July 23, 2025</p> <p>Amend Base Salary Adjustments 24.02 as follows:</p> <p>Base Salary Adjustments 24.02 On the effective date, the previous year's base salaries for all employees who were employed on the applicable date as set out in 24.02(a-c) shall be increased by the following adjustments:</p> <p>(a) For employees who are employed on July 1, 2022 <u>Date of Ratification:</u> effective 1 July 2022, base salary increase of 4.0 <u>3.10</u>%.</p> <p>(b) For employees who are employed on July 1, <u>2026</u>2023: effective 1 July <u>2026</u>2023, base salary increase of 4.0 <u>2.85</u>%.</p> <p>(c) For employees who are employed on July 1, <u>2027</u>2024: effective 1 July <u>2027</u>2024, base salary increase of 4.0 <u>2.85</u>%.</p>
E12	24.05	July 17, 2025	<p>Amend Progress-through-the-Ranks (PTR) 24.05 as follows:</p> <p>24.05 The previous year's academic base salaries, as adjusted by the base salary increments in 24.02, of all otherwise eligible probationary or tenured employees who were employed on the applicable date as set out in 24.05(a-c) shall be increased by the PTR increment referred to in 24.04 as follows:</p> <p>(a) For employees who are employed on July 1, <u>2025</u>2022: effective July 1, <u>2025</u>2022.</p> <p>(b) For employees who are employed on July 1, <u>2026</u>2023: effective July 1, <u>2026</u>2023.</p> <p>(c) For employees who are employed on July 1, <u>2027</u>2024: effective July 1, <u>2027</u>2024.</p>

E15	Appendix C	July 25, 2025	<p>Employer response to OHFA counter dated July 23, 2025</p> <p>Amend Appendix C as follows: The stipend and release for academic administrative positions are as follows:</p> <table><tr><th></th><th>Stipend Effective 1 July 2022 <u>Date of Ratification</u></th><th>Release</th></tr><tr><td>Graduate Program Director</td><td>\$6,861.00 <u>7,652.00</u></td><td>4 credit hours</td></tr><tr><td>ORU Director</td><td>\$6,861.00 <u>7,652.00</u></td><td>4 credit hours</td></tr><tr><td>Director of Hennick Centre</td><td></td><td>4 credit hours</td></tr><tr><td>Institute for Feminist Legal Studies</td><td></td><td>4 credit hours</td></tr></table> <p>Effective July 1, 2023 <u>2026</u>, increase the stipend above by 4.0 <u>2.85</u>%. Effective July 1, 2024 <u>2027</u>, increase the stipend above by 4.0 <u>2.85</u>%. ...</p>		Stipend Effective 1 July 2022 <u>Date of Ratification</u>	Release	Graduate Program Director	\$6,861.00 <u>7,652.00</u>	4 credit hours	ORU Director	\$6,861.00 <u>7,652.00</u>	4 credit hours	Director of Hennick Centre		4 credit hours	Institute for Feminist Legal Studies		4 credit hours
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Employer counter to O4	24.11.c	July 25, 2025	<p>Employer Counter to O4</p> <p>Anomalies</p> <p>On an annual basis, the Employer may make available for the adjustment of anomalies to base salary, funds of up to \$16,160 <u>\$16,996</u> effective 1 July 2022<u>2025</u>, \$16,322 <u>\$17,480</u> effective 1 July 2023 <u>2026</u> and \$16,485 <u>\$17,978</u> effective 1 July 2024 <u>2027</u>.</p>															
Employer counter to O1 (O9 July 24, 2025)	New Article	July 24, 2025	<p>Employer Counter to OHFA O1 and O9 from July 24, 2025</p> <p>New Article XX – Electronic Monitoring and Data Privacy</p> <p>X.1 The University agrees that employees in the OHFA bargaining unit have a reasonable right to privacy in their personal communications and files, whether on paper or in an electronic form.</p> <p>X.2 The University is committed to transparency with respect to its policies, guidelines and procedures regarding privacy of personal information, data protection, cyber security and electronic monitoring. Such policies, guidelines and procedures shall be accessible to employees in electronic form at https://www.yorku.ca/secretariat/policies/policies/electronic-monitoring-policy/.</p>															

			<p>X.3 Prior to implementing any new or amended policies related to electronic monitoring of employees in the bargaining unit, the Employer will advise and discuss same with the Association.</p>
E16	18.18	July 17, 2025	<p>Employer Response to OHFA's Negotiation Aims #1 and #6</p> <p>Amend 18.18 Research Release Fellowships as follows:</p> <p>Research Release Fellowships <u>and Research-Based Course Load Reductions</u></p> <p>18.18</p> <p>(a) Commencing in in the 2022-2023 <u>2025-26</u> academic year, up to five (5) one-term Research Release Fellowships will be made available to tenured faculty members who are between the date of their last sabbatical and normal starting date of their next sabbatical (hereafter "eligible faculty"). <u>Commencing in the 2026-27 academic year, up to three (3) one-term Research Release Fellowships and up to four (4) three-credit teaching load reductions will be made available to eligible faculty.</u> Each one-term Research Release Fellowship will release the employee from course assignments (6 credits) during the term in which the Fellowship is taken. In exceptional cases, the Research Release Fellowship may be taken over the course of two consecutive terms in one academic year. For the purpose of this Program, "between sabbaticals" is defined as a period starting no earlier than twelve (12) months following the end of the previous sabbatical and concluding no later than twelve (12) months prior to the start of the next scheduled sabbatical.</p> <p>(b) Recommendations on the awarding of Research Release Fellowships <u>and Research-Based Course Load Reductions</u> will be made to the Dean by the Advisory Committee set out in Article 24.07 (Merit Assessment). For the purpose of this Article, the Associate Dean appointed to the Advisory Committee by the Dean will be the Associate Dean Research.</p> <p>(c) The Advisory Committee will make its recommendations <u>for Research Release Fellowships based on criteria in (i) and (ii) below and will make its recommendations for Research-Based Course Load Reductions on criteria (i):</u> on the following qualification criteria:</p> <p>(i) meaningful indicators of involvement in a regular pattern of research/scholarly activities as defined by the norms of the discipline, including dissemination of research in the form of peer-reviewed (or critically reviewed) publications; applications for external grants as well as successful external grants awarded (it is</p>

			<p>understood that there are disciplinary differences and fluctuations in the role and availability of external grants), and evidence of ongoing research activity that is reasonably expected to result in peer-reviewed dissemination of research outcomes (it is understood that the requirement for the Advisory Committee to consider each of the foregoing indicators in its consideration of applications does not entail that an individual employee must meet all of the indicators to qualify for a Research Release Fellowship <u>or a Research-Based Course Load Reduction</u>);</p> <p>(ii) the quality of the proposed research project and the likelihood that the defined scope of the project for the period of the Research Release Fellowship will be successfully carried out.</p> <p>Where a recommendation is not accepted by the Dean, the Dean shall set out in a written reply to the Advisory Committee with a copy to the applicant the reason why the recommendation was not accepted.</p> <p>(d) In order to be considered for a Research Release Fellowship <u>or a Research-Based Course Load Reduction</u> under this Program, eligible employees <u>faculty</u> shall submit to the Advisory Committee evidence demonstrating that they meet the qualification criteria set out in (c)(i) above and, <u>in the case of Research Release Fellowships</u>, a description of their planned research project or activity pursuant to (c)(ii) above. Further, eligible employees must also have submitted a report regarding their most recent sabbatical pursuant to Article 20.05(e) and a report regarding their previous Research Release Fellowship, if applicable, as described in (e) below.</p> <p>(e) Recipients of a Research Release Fellowship shall submit a report to the Dean within four (4) months of the conclusion of the Research Release Fellowship regarding the activities undertaken during the period of the Research Release Fellowship.</p> <p>(f) A-Research Release Fellowship Fellowships <u>s and Research-Based Course Load Reductions</u> must be taken in the academic term for which it is <u>they are</u> granted.</p> <p>g) <u>Neither</u> A Research Release Fellowships <u>nor Research-Based Course Load Reductions</u> cannot be held in the same academic year as any other research-based release.</p> <p>(h) In accordance with their purpose to provide an opportunity for concentrated research activity over the course of an academic term between sabbaticals, per Article 18.18(a) above,</p>
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			<p>Research Release Fellowships <u>and Research-Based Course Load Reductions</u> are not expected to affect normal sabbatical scheduling, in particular, the timing of the next scheduled sabbatical following the Research Release Fellowship.</p> <p><u>(i) Eligible faculty may hold only one of either a Research Release Fellowship or Research-Based Course Load Reduction between sabbaticals.</u></p>
Employer counter to O2, O3	New Article 24.11	July 25, 2025	<p>Employer Counter to O2 and O3</p> <p>Add new Article 24.11 “Promotion Increment” and renumber remaining clauses of Article 24:</p> <p><u>Promotion Increment</u></p> <p>A promotion from Assistant Professor to Associate Professor shall be accompanied by a promotion increment to base salary equal one (1) Progress-through-the-Ranks increment as stated in Article 24.04.</p>
Employer Counter to O6	Benefit Booklet & Article 25.09	July 25, 2025	<p>Employer counter to O6 Benefits – Vision Care</p> <p>Amend benefits entitlements listed in active members’ benefits book and Article 25.09 as of April 1, 2026 as follows:</p> <p>Amend Sunlife Benefit Booklet as follows: We will cover 100% of these costs up to a maximum of \$850 \$935 in any 24 month period starting with April 1, 20026.</p> <p>Amend Article 25.09 as follows: <i>Vision Care</i> The Employer agrees to maintain vision care at its current level of \$850 over the period of this collective agreement, with a \$25 deductible, for employees only, but with an option to purchase insurance coverage for dependants (including spouse) at 50% cost to the employee. <u>Effective April 1, 2026, the current level of \$850 will be increased to \$935, with a \$25 deductible, for employees only, but with an option to purchase insurance coverage for dependents (including spouse) at 50% cost to the employee.</u></p>

Employer Counter to O7	Benefit Booklet	July 25, 2025	<p>Employer counter to O7 Benefits - Paramedical</p> <p>Amend benefits entitlements listed in active members' benefits book as of July 1, 2026 as follows:</p> <p>We will cover 100% of the costs after you pay the deductible, up to a maximum of \$2,000 per specialty and an overall combined maximum of \$3,000 <u>\$3,200</u> per person per benefit year for all paramedical specialists listed below:</p> <p>...</p>
E2	12.02	July 14, 2025	<p>Amend Article 12.02 as follows:</p> <p>12.02 Misconduct in academic research is defined as:</p> <p>(a) any conscious act of fabrication or plagiarism associated with the proposing, conducting, reporting or publication of research. <u>Factors intrinsic to the process of academic research and scholarly activity such as difference in opinion, honest differences in interpretation or assessment of research design, practice, data or results do not constitute research misconduct; likewise, merely questionable research practices do not constitute research misconduct. Further, while intentionality or "honest error" is not a factor in considering whether there has been a breach of the Tri-Council Agency Framework: Responsible Conduct of Research ("the Framework"), they can be considerations in deciding on the severity of the consequences that may be imposed;</u> but does not include differences in opinion, honest error or honest differences in interpretation or assessment of data or research results;</p> <p>...</p>
E3	18.22	July 3, 2025	<p>Amend 18.22 as follows:</p> <p>18.22 The Employer recognizes its responsibility to provide an adequate level of facilities and services in support of the work of employees, including provision of reasonable office, studio, and laboratory space, telephone <u>when requested and/or to fulfill health and safety requirements</u>, secretarial, library, <u>duplicating, and</u> computing, duplicating, technical, and other support services.</p> <p>...</p>
E4	19.11	July 17, 2025	<p>Revised Employer's E4 Proposal dated June 3, 2025 to remove Principal proposed by OHFA.</p> <p>Revised 19.11 as follow:</p> <p>19.11 If both parents are employees, they may share between them their paid periods of leave. As much advance notice as possible of the expected duration of each employee's leave shall be provided to the Dean.</p>

			<p><u>If both parents are employees, they may share between them their paid period of Pregnancy and Primary Caregiver Leave, to a maximum of 17 weeks total, and their Supplemental Paid Parental Leave pursuant to Article 19.09(c) and 19.09(d). For clarity, each employee is entitled to up to twelve (12) weeks of Supplemental Paid Parental Leave which may be shared between both employees for up to 24 weeks of Supplemental Paid Parental Leave, some or all of the 24 weeks may be taken by either parent at the employees' option. The expected duration of each employee's leave shall be provided to the Dean with as much advance notice as possible.</u></p>
E5	20.03	July 3, 2025	<p>Sabbatical Credit <i>Revise article 20.03 (sabbatical credit) to clarify full-time faculty service and how it relates to sabbatical accrual.</i></p> <p>20.03 Employees appointed to York University <u>on or after September 1, 2025</u> directly from full-time faculty service at another university <u>in a position that provided for a sabbatical</u> shall be granted credit for such service on the basis of one (1) York year of service for each two (2) years of active, unbroken, full-time faculty service since sabbatical at their previous university(ies), or if there has been no sabbatical at the previous university(ies), since the date of first full-time faculty appointment, to a maximum of three (3) York years of service. In order to provide for a smooth transition in the application of the terms of this collective agreement, the Dean may rule that the effective scheduling of course offerings renders it not feasible for all or part of such credit to be granted to advance an employee's first York sabbatical leave from its normal seventh (7) year. In such cases, the remaining credit shall be applied as years of service toward the second sabbatical leave.</p>
E6	18.02	July 3, 2025	<p>Housekeeping 18.02 Employees are entitled to the following holidays: Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, the day before Christmas, Christmas Day, Boxing Day, New Year's Day, Family Day, Good Friday, Victoria Day, and any other day proclaimed as a holiday by the University or as a statutory holiday by federal or provincial authorities, and: (a) 28, 29, 30, <u>31</u> December 2022<u>2025</u>; (b) 27, 28, 29, <u>30, 31</u> December 2023<u>2026</u>; (c) To be determined by the University; December 2024<u>2027</u>.</p>
E7		July 3, 2025	<p>Housekeeping Replace all references of "reduced load" with "reduced-load"</p>

E8		July 3, 2025	Housekeeping Replace all references of “she/he” with “they” Replace all references of “himself/herself” or “him/her” with “them” Replace all references of “his/her” with “their”
E9	New Appendix	July 23, 2025	Add New Appendix G- Time-Limits and Holidays <u>The Time-limits set out in Articles 9, 12.04 - 12.05, and 16.04 - 16.06 will be suspended during the holidays identified in Article 18.02 of the Collective Agreement.</u>
E13	24.08	July 24, 2025	Employer response to OHFA counter dated July 23, 2025 Amend Professional Expenses Reimbursement Article 24.08 as follows: An employee is entitled to a professional expense reimbursement in the amount of \$ 2,025 1,875 for the period of 1 July-2022 2025 to 30 June 2026 2023, \$ 2,150 1,950 for the period 1 July 2023 2026 to 30 June 2024 2027 , and \$ 2,275 2,025 for the period 1 July 2024 2027 to 30 June 2025 2028 . The Employer shall reimburse employees, up to the maximum, through the mechanism of a minor research account, for eligible expenses submitted with appropriate documentation in accordance with guidelines to be circulated annually to all employees. All materials and equipment purchases shall be the property of the University. For employees in the bargaining unit on July 1, 2019, PER balances as at April 30, 2020 will remain in the existing PER cost centres for continued use by employees for a period of up to seven (7) years (i.e., until no later than April 30, 2027), after which time any unused funds will be reallocated to the Conference Travel Fund (Article 18.17). Effective May 1, 2020, new PER cost centres will be established for all employees. <u>Effective May 1, 2025, Unspent amounts in the new PER cost centres established on or after May 1, 2020, can be carried forward for up to five (5) four (4) years to a maximum of \$9,000. Unused funds in excess of the carry forward maximum will be reallocated to the Conference Travel Fund (Article 18.17).</u>
E1	10.02	July 24, 2025	Revised Employer’s E1 Proposal dated June 12, 2025 to include an Arbitrator proposed by OHFA. Amend 10.02 as follows:

			<p>10.02 When either party requests that any matter may be submitted to arbitration as provided in 10.01, it shall make such request in writing addressed to the other party to this collective agreement, and at the same time shall suggest possible sole arbitrators from the list of arbitrators below, it being understood and agreed that the parties shall agree to one of the arbitrators listed below provided the arbitrator can offer a hearing date within six (6) months from the date the grievance was referred to arbitration. In the event none of the arbitrators on the list can offer a hearing date within six (6) months from the date the grievance was referred to arbitration then either party may request the Minister of Labour for the Province of Ontario to appoint an impartial arbitrator. The foregoing does not prevent the parties from suggesting and reaching agreement on an arbitrator who is not on the list.</p> <p>The agreed list of arbitrators is as follows: Kevin Burkett, Eli Gedalof, William Kaplan, Lindsay Lawrence, Michelle Flaherty, Elizabeth McIntyre, and Jim Hayes Mark Wright.</p>
E14	25.07	July 25, 2025	<p>Modify Group Life Insurance Article 25.07 as follows:</p> <p>The Employer shall continue to pay 100% of the premiums of the University's Group Life Insurance, as currently in force.</p> <p><u>The Group Life Insurance benefit shall continue to be reduced to one (1) times annual basic earnings, rounded to the next higher \$1,000 (if not already a multiple of \$1,000) on July 1st coincident with or next following the date on which an employee reaches age 65. The maximum benefit will be \$600,000.</u></p>
Employer counter to O10	LOU	July 25, 2025	<p>Employer Response to O10 re: Reduce normal teaching load to achieve equitable distribution of faculty members' responsibilities among teaching, service, and research</p> <p>Add a new Letter of Understanding to Paragraph 8 of the 2025-28 Memorandum of Settlement and Appendix D of the Collective Agreement in Connection with High Enrolment Teaching Credit (HETC):</p> <p>Letter of Understanding regarding Use of Conference Travel Fund for the Term of the Renewal 2025-2028 Collective Agreement</p> <p>12. Letter of Understanding regarding Use of Conference Travel Fund for the Term of the Renewal 2025-2028 Collective Agreement</p>

			<p>In each year of the renewal 2025-2028 Collective Agreement the parties agree that the previous year's unspent monies from the Conference Travel Fund may be used to provide up to three (3) HETC credits in addition to the fourteen (14) HETC credits above to be awarded according to the HETC point threshold criterion. Priority in the awarding of the additional HETC credits will be given to probationary faculty member and/or faculty members teaching first year courses.</p> <p>This letter of Understanding will expire June 29th, 2028.</p>
O5	24.01	July 25, 2025	<p>Salary Floors</p> <p>The salary floor for employees in the bargaining unit shall be \$110,000 <u>\$115,000</u> and no one shall be paid beneath that salary floor.</p>