

## Employment Terms & Conditions Committee Report 2020/2021

### Committee

**Kelly Bertrand (chair)**, Shelley Gallina, Brennan Reniers, Kim Thorne, Brian Herman, Sameer Al-Abdul-Wahid, Christopher Hewitt, Sarah Bruce ex-officio

*This Committee monitors those items occurring both on and off campus that will or potentially may have a bearing on, or affect employment, of Professional/Management staff. Where appropriate the Committee will review the impact of these matters on the PSA making recommendations for approaches to negotiation.*

*The Committee reviews and researches appropriate topics with respect to the current compact, University policies, Government budgets, Government policy and direction as well as the status of labour negotiations on this and other campuses.*

*The Committee becomes an integral part of the compact negotiation process, recommending appointments to the negotiating team, preparing the team with a list of priorities and positions that form a basis for the negotiating strategy.*

The committee met on a monthly basis to monitor developments and move forward our major initiatives which include:

**Pension** – efforts to receive regulatory approval and necessary waivers were monitored throughout the year. The University Pension Plan project will become a reality on July 1, 2021. Horatio Bot, of the University of Toronto is the representative for Non-Unionized employees who sits on the Board of Trustees and represents our interest. Marcus Litman, former PSA Chair, sits on the OANUE Board which includes Horatio Bot and a representative from Queen's.

**Negotiations/New Agreement** – As the University was in the middle of the pandemic, this presented unique challenges for both parties. The PSA/University took a revised approach and were able to come to a settlement on a three year agreement that is in compliance with Bill 124 and is favourable to members of the P&M groups.

As a reminder, Bill C124 – the Ontario government introduced Bill 124 – *An Act to implement moderation measures in respect of compensation in Ontario's public sector*, is also referred to as the 1% act as it limits compensation increases to University employees to 1% annual for three year. The act allows for increases based on seniority (i.e., step increases and performance, the latter of which is applicable to the merit portion of our compact).

**Other Activities:** The committee regularly discussed issues such as merit pay, benefit improvements, job evaluation, application of University policies and other pertinent matters. Finally, this committee plays a vital role in responding to questions and clarifications regarding pay, benefits and other entitlements.

With sincere thanks to members of this committee who are dedicated and committed to advocating on behalf of all P&M staff. Beginning 2021/22 this committee will be chaired by Brennan Reniers who has been on this committee for five years and has been on the last two negotiating teams.