

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING (the "Memorandum") is made between:

Ryerson Students' Union (RSU)
(hereinafter referred to as the "Employer")

– and –

**THE CANADIAN UNION OF PUBLIC EMPLOYEES
AND ITS LOCAL 1281**
(hereinafter referred to as the "Union")

RE: LAYOFFS AND RECALLS

WHEREAS the Parties wish to amend Article 18 of the Collective Agreement between the Parties in effect from February 1, 2021 to January 31, 2024 (the "CA"); and

NOW THEREFORE, the Parties agree as follows:

1. Article 18.02 shall read: The Employer will provide written notice of impending layoffs to the affected Employee(s) no less than twelve (12) months prior to the effective date, or will issue equivalent salary for the period in lieu thereof.
2. Article 18.05 shall read: The Employer will be required to make a decision whether to rehire an Employee on layoff within twenty-four (24) months of the effective date of the layoff. Twenty-four (24) months following layoff, the Employee's employment with Ryerson Students' Union will cease, and no further benefits or payments will be due.
3. A new Article 18.07 entitled "Definition of Layoff" shall be inserted into the Collective Agreement and shall read: "A layoff shall be defined as a lack of work, a reduction in the workforce due to economic reasons, or a reduction in the regular hours of work as defined in this Agreement due to economic reasons. Layoffs are distinct from terminations for just and sufficient cause."

DATED at Toronto, Ontario this 8th day of March, 2022.

FOR THE EMPLOYER:



Per: Siddhanth Satish, President

FOR THE UNION:



Aidan Macdonald
CUPE National Representative

Per: