

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: PAY INCREASE AND PROBATIONARY PERIOD

WHEREAS the Employer wishes to amend Articles 31 and 13 of the Collective Agreement between the Parties in effect from February 1, 2021 to January 31, 2024 (the “CA”);

NOW THEREFORE, the Parties agree as follows:

1. Article 13, Section 13.02 of the CA is hereby amended as follows:

A newly hired Employee will be on probation for a period of three (3) weeks from the date of employment. During the probationary period, the Employee will be entitled to all rights and benefits of this Agreement except as otherwise stated. The Employee will be given orientation, training, and evaluations during this time period. After completion of the probationary period, seniority will be effective from the original date of hire. Probationary Employees may be discharged at any time during the probationary period, subject to the Employer acting reasonably, fairly, equitably, non-discriminatorily and in good faith.

2. Article 31, Section 31.02 of the CA is hereby amended as follows:

Employees shall receive an increase in pay on February 1st of each year of the Agreement at a rate of 1.5% in the first year, 5.0% in the second year, and 5.0% in the third year.

3. It is hereby agreed that all newly hired employees who are part of the bargaining unit and subject to the CA will have a starting salary of \$61,530.18, being \$58,600.17 per Section 31.01 of the CA plus the 5.0% pay increase described in section 2 herein.

4. In accordance with Paragraph 3 above, Article 31.01 of the Collective Agreement shall be amended as follows: "The starting wage of Employees, effective the signing of this Agreement for the duration of the agreement shall be \$61,530.18."

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

FOR THE EMPLOYER:



Per: Siddhanth Satish, President

FOR THE UNION:



Aidan Macdonald Per:
CUPE National Representative