

## Letters of Understanding – “Wage Re-openers”

*Note: all letters below are identical except for the expiry date.*

### **Letters with CUPE 3903 Unit 1, 2 & 3**

The Parties hereby understand and agree that in the event that the *Protecting a Sustainable Public Sector for Future Generations Act, 2019* (“Bill 124”) is repealed, or successfully challenged through the courts such that it is of no force and effect and is not the subject of any ongoing appeal, during the term of the renewal collective agreement (i.e. at any point prior to April 30, 2024), the parties agree to re-negotiate the portions of those salary and compensation provisions of this collective agreement that were limited by Bill 124, but only to the extent permitted by law and having regard to the Employer’s financial position.

This Letter of Understanding will expire on August 31, 2023.

### **Letter with YUFA**

The Parties hereby understand and agree that in the event that the *Protecting a Sustainable Public Sector for Future Generations Act, 2019* (“Bill 124”) is repealed, or successfully challenged through the courts such that it is of no force and effect and is not the subject of any ongoing appeal, during the term of the renewal collective agreement (i.e. at any point prior to April 30, 2024), the parties agree to re-negotiate the portions of those salary and compensation provisions of this collective agreement that were limited by Bill 124, but only to the extent permitted by law and having regard to the Employer’s financial position.

This Letter of Understanding will expire on April 30, 2024.

### **Letter with YUSA-1**

The Parties hereby understand and agree that in the event that the *Protecting a Sustainable Public Sector for Future Generations Act, 2019* (“Bill 124”) is repealed, or successfully challenged through the courts such that it is of no force and effect and is not the subject of any ongoing appeal, during the term of the renewal collective agreement (i.e. at any point prior to April 30, 2024), the parties agree to re-negotiate the portions of those salary and compensation provisions of this collective agreement that were limited by Bill 124, but only to the extent permitted by law and having regard to the Employer’s financial position.

This Letter of Understanding will expire on July 31, 2024.

### **Letters with CUPE 1356, CUPE 1356-1, CUPE 3903 Unit 4**

The Parties hereby understand and agree that in the event that the *Protecting a Sustainable Public Sector for Future Generations Act, 2019* (“Bill 124”) is repealed, or successfully challenged through the courts such that it is of no force and effect and is not the subject of any ongoing appeal, during the term of the renewal collective agreement (i.e. at any point prior to April 30, 2024), the parties agree to re-negotiate the portions of those salary and compensation provisions of this collective agreement that were limited by Bill 124, but only to the extent permitted by law and having regard to the Employer’s financial position.

This Letter of Understanding will expire on August 31, 2024.