

February 22, 2024 – Without Prejudice Employer Proposal

**IN THE MATTER OF MUTUALLY AGREED WITHOUT PREJUDICE DISCUSSIONS REGARDING BILL 124
WAGE RE-OPENER AND A RENEWAL COLLECTIVE AGREEMENT BETWEEN YORK UNIVERSITY AND THE
OSGOODE HALL FACULTY ASSOCIATION (OHFA)**

Employer proposal regarding Option “A” – A Memorandum of Settlement which provides a Bill 124 Wage Re-opener and a three-year renewal collective agreement. – Withdrawn

Employer proposal regarding Option “B” – A Memorandum of Settlement which provides a Bill 124 Wage Re-opener revised as per the following below and no longer referred to as “Option B”.

The Employer proposes that the parties agree to **the following with respect to the above noted matter:**

1. OHFA confirms its agreement that employees in the OHFA bargaining unit should not receive double compensation or recovery of any nature or kind whatsoever for any alleged losses in compensation that are claimed as arising from or related in any way to Bill 124. Without limiting the generality of the foregoing, this means that if these discussions result in an agreement between the parties, OHFA will reimburse the University for any monies its members receive directly or indirectly from the Ontario government for lost or forgone compensation during the Bill 124 moderation period.
2. Employees in the bargaining unit as of the date of ratification will receive a lump sum payment per **Paragraph 5**, less deductions required by law, in an amount equivalent to the difference between the wages they received from July 1, **2022**, to the date of ratification and what they would have received during that same period if the July 1, **2022 and July 1, 2023** across-the-board wage increase, per **Paragraph 5** below, had been in effect from **each of those two years onwards**. This payment will be made on a regular monthly pay date as expeditiously as practicable following ratification of an agreement between the parties.
3. **This** agreement shall be subject to ratification by Employees in the OHFA bargaining unit and the University’s Executive Committee of the Board of Governors.
4. The Employer is seeking mutual agreement on any Bill 124 wage re-opener issues for the 3-year moderation period from July 1, 2022, to June 30, 2025.
5. Salary Increases:
 - a. **Effective July 1, 2022**
 - i. increase all base salaries by **0.75%** (across-the-board)
 - ii. increase stipends for positions in Appendix C (*Academic Administrative Positions (Article 24.10)*) by **0.75%**.
 - b. **Effective July 1, 2023**
 - i. increase all base salaries by **0.75%** (across-the-board)

- ii. increase stipends for positions in Appendix C (*Academic Administrative Positions (Article 24.10)*) by 0.75%.
- c. **Effective July 1, 2024**
 - i. increase all base salaries by 2.75% (across-the-board) plus the previously negotiated base salary adjustment of 1% as set out in paragraph 3(c) of the Memorandum of Settlement for a Renewal Collective Agreement dated August 19, 2022.
 - ii. increase stipends for positions in Appendix C (*Academic Administrative Positions (Article 24.10)*) by 2.75% plus the previously negotiated adjustment to stipend rates of 1% as set out in paragraph 4(c) of the Memorandum of Settlement for a Renewal Collective Agreement dated August 19, 2022.