

Memorandum of Settlement on Local Terms

BETWEEN

The Canadian Union of Public Employees and its Local 997
(the "Union")
And

Trillium Lakelands District School Board
(the "Board")

WHEREAS the Canadian Union of Public Employees and the Ontario Public School Boards' Association and the Province of Ontario have negotiated and ratified a Collective Agreement with respect to issues that are within the scope of central bargaining (the "Central Agreement");

AND WHEREAS the Central Agreement requires that the parties amend their current collective agreement such that Part "A" shall comprise those issues which are central terms and Part "B" shall comprise those terms which are local terms;

AND WHEREAS the parties to this Memorandum of Settlement have been engaged in negotiations toward the completion of a new Collective Agreement with respect to the issues that are within the scope of local bargaining;

AND WHEREAS the parties have reached a tentative agreement with respect to issues that are within the scope of local bargaining;

Therefore, the parties agree and acknowledge as follows:

1. The documents attached hereto as Appendix A (Custodial/Maintenance) and Appendix B (OCTEA) constitute a settlement of a new Collective Agreement with respect to issues that are within the scope of local bargaining.
2. Any provisions that are within the scope of local bargaining that are not addressed herein shall remain as per the language of the current collective agreement;
3. The settlement of the new Collective Agreement with respect to issues that are within the scope of local bargaining shall be recommended for ratification by the parties to their respective principles;
4. Any proposal or position which may have been taken or submitted by either of the parties hereto and which are not part of this Memorandum of Settlement are hereby withdrawn;
5. The Board agrees that no new split shift arrangements will be introduced during the life of this collective agreement;
6. The wages identified in Appendix A will be updated to reflect the general wage increases as negotiated in the Central Memorandum of Settlement;
7. The parties reserve the right to make necessary corrections to spelling, numbering or housekeeping items (ie: titles, department names) that may have been overlooked during the negotiations for renewal of the collective agreement when compiling the resulting local document. Any such corrections will be discussed and agreed to by the parties.
8. All provisions of this Memorandum of Settlement shall become effective on the first business day following ratification by the second of the parties to do so, unless the express terms of the provision require otherwise;
9. All provisions of this Memorandum of Settlement are conditional upon the ratification by the parties no later than May 31, 2023;
10. Upon ratification, the parties shall meet and continue to work in good faith toward amending the current Collective Agreement to reflect the changes required by way of the Central Agreement,

including renumbering of the provisions and the process of formalizing Part "A" and Part "B" of the Collective Agreement.

Dated at Lindsay, ON this 25th day of April 2023.

For the Union

For the Board

