

I.A.T.S.E Local 58

January 25, 2018

MEMORANDUM OF AGREEMENT FOR A RENEWAL COLLECTIVE  
AGREEMENT

BETWEEN

The Board of Regents of Victoria University  
(hereinafter referred to as "the University")

and

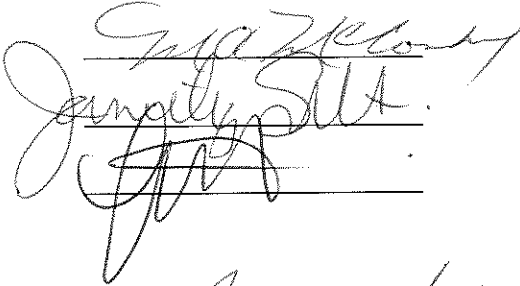
The International Alliance of Theatrical Stage Employees, Moving Picture Technicians,  
Artists and Allied Crafts of the United States, its Territories and Canada, Local 58  
(hereinafter referred to as "the Union")

1. The members of the parties' respective negotiating committees hereby agree to unanimously recommend to their principals for ratification a renewal collective agreement on the terms and conditions set out herein.
2. The parties herein agree that the term of the collective agreement shall be from January 1, 2018 to December 31, 2020.
3. The parties herein agree that the said collective agreement shall include the terms of the previous collective agreement which expired on December 31, 2017, provided, however, that the following amendments are incorporated:
  - a. The wages rates as set out in Schedule 1 shall be increased by 1.8% retroactive to September 1, 2017. Effective September 1, 2018, the wages rates as set out in Schedule 1 shall be increased by 2%. Effective September 1, 2019, the wages rates as set out in Schedule 1 shall be increased by 2%.
  - b. Upon ratification, on the first full pay period after the ratification date, the University will make a lump sum payment of \$200 less deductions required by law to all employees actively employed in the bargaining unit on the date of ratification
  - c. All matters previously settled and agreed to by the parties prior to the date hereof and attached hereto, numbered 1 to 5 are incorporated

4. The provisions of the renewal Collective Agreement shall have no retroactive effect whatsoever prior to the date of ratification by both parties, except as specifically stated regarding wages

The parties acknowledge that errors or omissions may occur in these documents and they will meet as soon as possible to address them.

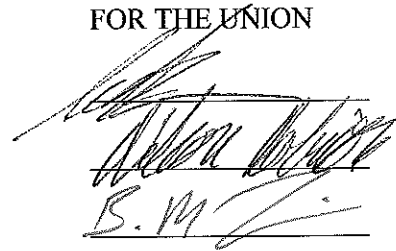
FOR THE UNIVERSITY

  
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DATE:

Jan. 25/18

FOR THE UNION

  
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Dated at Toronto this 25th day of January, 2018.

Victoria University

IATSE

The parties agree to amend:

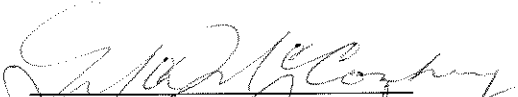


ARTICLE 13 – Hours of Work


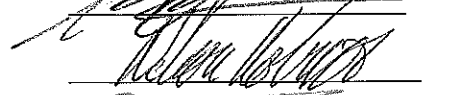

13.01 The minimum scheduled shift shall be four (4) hours, all additional hours shall be billed to the nearest hour.

*next*  


FOR THE UNIVERSITY

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DATE: Jan 25/18

Victoria University

IATSE

The parties agree to amend:

ARTICLE 15 – Paid Holiday

15.01 The following shall be recognized as statutory holidays:

New Year's Day	Canada Day	Labour Day
Good Friday	Civic Holiday	Christmas Day
Victoria Day	Thanksgiving Day	Boxing Day
<b>Family Day</b>		

FOR THE UNIVERSITY

FOR THE UNION

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Victoria University

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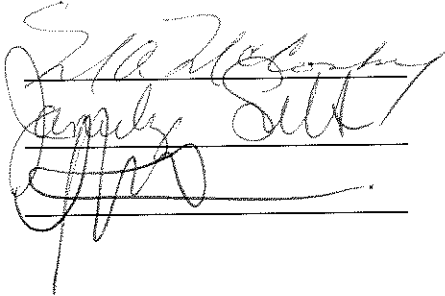
The parties agree to amend:

LETTER OF INTENT

HEAD TECHNICIAN

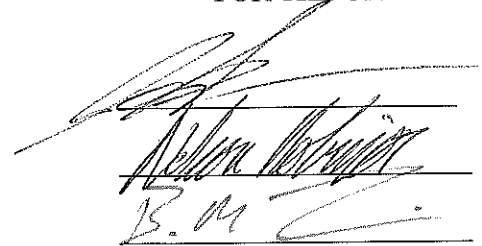
It is agreed that ~~Mr. Gordon Rose~~ Ms. Monica Sass, for as long as he they has not resigned, retired, or been terminated, will have right of first refusal for the Head Technician calls when the Employer determines the need for the Head Technician.

FOR THE UNIVERSITY



Handwritten signature of a representative for the University, written over three horizontal lines.

FOR THE UNION



Handwritten signature of a representative for the Union, written over three horizontal lines.

DATE:

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Victoria University

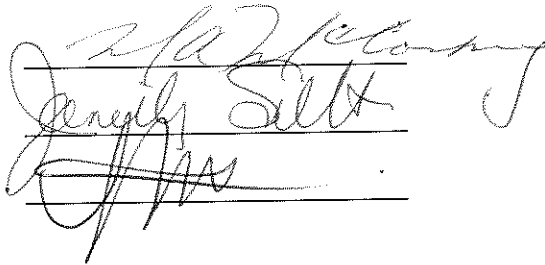
IATSE

The parties agree to include:

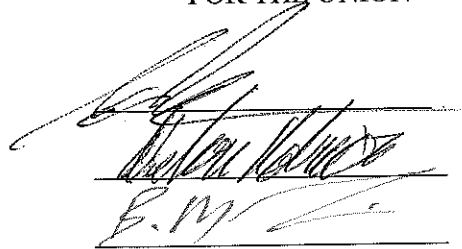
**LETTER OF INTENT**

**If at any time in the future, Michael Andrae ceases to fulfill the role of House Technician, the parties will meet to discuss how this function will be implemented going forward.**

FOR THE UNIVERSITY

  
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Jennifer Selt  
\_\_\_\_\_  
JMS

FOR THE UNION

  
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E. M. [unclear]  
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**Victoria University**

**IATSE**

**The parties agree to include:**


**LETTER OF INTENT: EDUCATIONAL ASSISTANCE**

January 25, 2018

Justin Antheunis  
President, Local 58  
IATSE  
511 Adelaide Street West  
Toronto, Ontario  
M5V 1T4

Dear Mr. Antheunis, The University agrees that employee in a Head Technician position shall be entitled to the benefits of the Educational Assistance Policy attached hereto. It is agreed that the University may amend the aforesaid Policy from time to time.

Yours truly,

  
Mary Ann McConkey  
Special Advisor to the Bursar

## EDUCATIONAL ASSISTANCE POLICY

### INTRODUCTION

In keeping with its policy objective to provide opportunities for personal development and establish a working environment that will encourage development, the University has designed this practice on Educational Assistance. Its provisions define the extent to which the University will financially assist staff to further their formal education. It is agreed that the University may amend the aforesaid Policy from time to time.

### TERMS OF REFERENCE

Qualifying staff members referred to below are those staff who are eligible in terms of University service (described under ELIGIBILITY) and have academic acceptability by the Faculty, School, Centre, etc., from whom the course is to be taken and the approval of the Department Head before beginning the course as described under PROCEDURES.

### ELIGIBILITY

An employee in a Head Technician position whether full-time, part-time of twenty-five (25) percent or more, or sessional are eligible. In the case of part-time staff members for the first three (3) years' continuous service, the funding is pro-rated in accordance with the part-time appointment.

### PROVISIONS

1. One hundred (100) Percent fees are waived for a qualifying staff member taking, on a part-time basis:
  - 1) a University of Toronto course, up to and including the Master's level. For undergraduate courses, the maximum tuition waiver shall be limited to three (3) full courses during the Fall/Winter session, and one (1) full course during the Summer session and reimbursement will be limited to the equivalent general Arts and Science course tuition fee. For Master's level programmes the tuition waiver shall be limited to the part-time programme fee or three thousand (\$3,000) dollars per academic year, whichever is less. The University will also waive the balance of degree fee, to the lesser of the equivalent remaining programme fee or three thousand (\$3,000) per year, so long as the employee has already received a tuition waiver under this policy; or
  - 2) a University of Toronto course taken as part of the "academic bridging" programme, or
  - 3) a University of Toronto course taken as a "special student" or
  - 4) a diploma or certificate programme offered through Woodsworth College or other University of Toronto academic divisions, for which student are registered as University of Toronto students and receive a diploma at Convocation in accordance with the University Policy on Diploma and Certificate Programmes. The maximum tuition waiver shall be limited to three (3) full courses during the Fall/Winter session, and one (1) full course during the summer session and reimbursement will be limited to the equivalent general Arts & Science course tuition fee.
  - 5) courses offered by the School of Continuing Studies that are work or job related, up to a maximum of five hundred (\$500) dollars per course, and personal interest courses for which a taxable benefit is assessed up to a maximum of two hundred and fifty (\$250) dollars per course, with a combined maximum six (6) courses per academic year.

Courses should be taken outside of normal working hours. However, if the course is not otherwise available, one such course at a time may be taken during normal working hours provided the approval of the Department Head is obtained and alternative work arrangements are made.



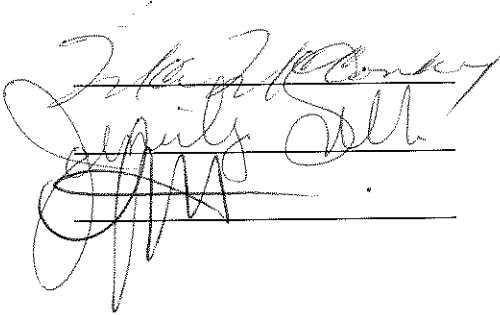
2. Fifty (50) Percent Tuition Reimbursed

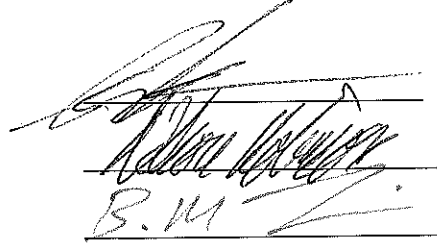
Fifty (50) percent of tuition fees will be reimbursed to a qualifying staff member who shows successful completion of a job-related course given at a recognized educational institution (other than those in 1. above). Such courses should be taken on the staff member's own time, after normal working hours and must be either:

- 1) Individual skill improvement courses which are related to the staff member's present job or to jobs in the same field to which the staff member might logically aspire, or
- 2) Courses of study leading to undergraduate certificates, diplomas or degrees offered at recognized educational institutions. Such courses must either be an asset to the staff member in the performance of his/her present job or directly related to his/her potential career. Individual courses, even though unrelated, will qualify provided they are part of an eligible certificate, diploma or degree program.

FOR THE UNIVERSITY

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