

Memorandum of Agreement

Between

The Board of Regents of Victoria University

(the University)

And

The Victoria Chapter of the University of Toronto Faculty Association

(the Vic Chapter of UTFA)

Whereas the University and the Vic Chapter of UTFA are parties to a Memorandum of Agreement that sets out terms and conditions of employment for faculty members and librarians at the University;

And Whereas Victoria University Joint Committee has met to discuss benefits for the period July 1, 2020 to June 30, 2023;

And Whereas the Memorandum of Agreement provides in Article 8 (c) that "benefits, including pension benefits, shall be comparable" to those negotiated by the University of Toronto and the University of Toronto Faculty Association (UTFA);

And Whereas there has been and continues to be no shared agreement among all members of the Victoria University Joint Committee regarding both past practices and current obligations in regard to the commitment of comparability;

And Whereas the University and the Vic Chapter of UTFA have reached an agreement on changes to the benefit plans;

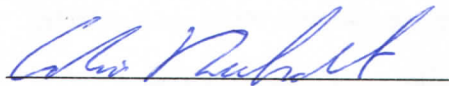
Now Therefore, without prejudice or precedent to either party's position in future Article 6 negotiations or dispute resolution proceedings, the parties agree as follows:

1. The University agrees to provide the Vic Chapter of UTFA faculty members and librarians with the following benefit improvements:
 - a. Effective the 2022-2023 academic year, the value of the Dependent Scholarship Program has been increased from 50% to 65% of the amount of the academic fees for five full courses in a general Arts & Sciences program at the University of Toronto for a first undergraduate degree for University of Toronto enrolments and for enrolments at eligible institutions other than the University of Toronto.
 - b. the following benefits improvements will be effective April 1, 2023:
 - i. Increase the maximum for vision care from \$450 to \$725 every 24 months;
 - ii. Add the costs of laser eye surgery for vision correction as an eligible vision care expense;
 - iii. Increase the maximum annual amount for psychology and mental health benefits from \$3,000 to \$7,000;
 - iv. Include 'Marriage and Family Therapist' and 'Addiction Counsellor' to the "Psychologist, Psychotherapist or Master of Social Work" paramedical benefit;
 - v. Increase the annual combined cap for paramedical benefits from \$1,250 to \$5,000.
 - vi. Add Chiropractor to the list of paramedical services covered;
 - vii. Increase restorative dental from \$ 2,800 to \$ 5,000; and
 - viii. Increase orthodontics coverage from 50% coverage and \$2,500 per covered person per lifetime to Coverage increased to 75% coverage and lifetime max increased to \$5,000 per covered person.

2. For a current faculty member and librarian who has worked at Victoria University in both the 2020-21 and 2021-22 years, the University agrees to provide a one-time-only lump sum payment in the amount of \$1,876 in lieu of benefit increases for 2020-2021 and 2021-2022. A current faculty member and librarian who has worked in either one of the two years will be entitled to \$938. All payments are subject to required deductions and withholdings. The payments are not pensionable.
3. For clarity, the lump sum payment in lieu of benefit increases referred to in paragraph 2 above is available to current faculty and librarians who have worked at Victoria University and subscribed to Green Shield benefits during the period from July 1, 2020 to June 30, 2021 and/or the period from July 1, 2021 to June 30, 2022.
4. Former faculty members and librarians who are not currently employed at Victoria University or faculty members and librarians who commenced employment after June 30, 2022 will not be entitled to the lump sum payment.
5. This Memorandum of Agreement constitutes a full and final settlement of all issues related to the benefits provided by the Victoria University to faculty members and librarians for the period July 1, 2020 to June 30, 2023.

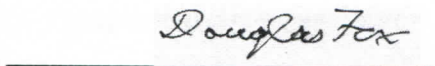
Dated at Toronto this day of March 31, 2023

For the Vic Chapter of UTFA



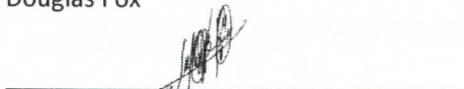
Colin Deinhardt

Date March 31, 2023



Douglas Fox

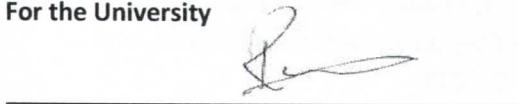
Date March 31, 2023



Néstor Medina

Date March 31, 2023

For the University



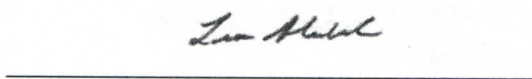
Raymond DeSouza, Bursar & CAO

Date March 31, 2023



Joanne Evans, Director, Human Resources

Date March 31, 2023



Lisa Sherlock, Chief Librarian

Date March 31, 2023