

MEMORANDUM OF SETTLEMENT
of all outstanding matters in dispute
(Unified Bargaining Unit Collective Agreement)

Between:

The Crown in Right of Ontario
as represented by Management Board of Cabinet

("the Employer")

- and -

Ontario Public Service Employees Union

("the Union")

1. The parties agree, subject to ratification by both parties, to the terms and conditions of the Unified Bargaining Unit Collective Agreement. Ratification by both parties shall be deemed to have occurred on the latest date on which ratification occurs by the employees in the bargaining unit and by Cabinet. Ratification shall be effected as soon as possible.
2. The renewal Unified Bargaining Unit Collective Agreement shall be effective on the date of ratification by both parties and shall expire on the 31st day of December, 2008.
3. Except as provided otherwise in the terms of the Memorandum of Settlement, any adjustment to the wage rates shall be paid for all hours worked retroactive to January 1, 2005. Retroactive adjustments shall be paid no later than 90 days from the date of ratification by both parties, with the exception of Special Adjustments, which shall be paid no later than 120 days from the date of ratification by both parties.
4. Except as provided otherwise in the terms of the Memorandum of Settlement, any changes to benefits shall be effective on the first day of the month following the month in which ratification by both parties occurs.
5. Except as provided otherwise in the terms of the Memorandum of Settlement, all other changes to the most recently expired Unified Bargaining Unit Collective Agreement shall be effective on the date of ratification by both parties.
6. The renewal Unified Bargaining Unit Collective Agreement shall be in the form of the most recently expired Unified Bargaining Unit Collective Agreement, as amended by the attached. It is understood that some editing and renumbering may be necessary and the parties shall appoint an editing committee for that purpose.

