

MEMORANDUM OF SETTLEMENT
of all outstanding matters in dispute
(Central 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 renewal of the Central 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 Central Collective Agreement shall be effective on the date of ratification by both parties and shall expire on the 31st day of December, 2004.
3. Except as provided otherwise in the terms of the Collective Agreement, any adjustment to the wage rates shall be paid for all hours worked retroactive to January 1, 2002. Retroactive adjustments shall be paid as soon as reasonably possible after ratification by both parties. For clarity, it is understood that retroactive adjustments are not payable to former members of the bargaining unit who are now represented by the OPPA.
4. Except as provided otherwise in the terms of the Collective Agreement, 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 Collective Agreement, all other changes in the most recently expired Collective Agreement shall be effective on the date of ratification by both parties.
6. The renewal Collective Agreement shall be in the form of the most recently expired Collective Agreement, as amended by the attached. It is understood that some editing and renumbering will be necessary and the parties shall appoint an editing committee for that purpose.
7. This Collective Agreement is contingent on ratification of this Agreement and the

