

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. Pursuant to the Memorandum of Agreement dated December 18, 2001, the Unified Bargaining Unit Collective Agreement results from the amalgamation of the Administrative Bargaining Unit, the Office Administration Bargaining Unit, the Institutional Health Care Bargaining Unit, the Technical Bargaining Unit and the Operational and Maintenance Bargaining Unit. Subject to paragraph 6, the Unified Collective Agreement shall be effective on the date of ratification by both parties, and shall expire on December 31, 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 Bargaining Unit Collective Agreements shall be effective on the date of ratification by both parties.
6. The Unified Bargaining Unit Collective Agreement shall be in the form of the most

