

# MEMORANDUM OF AGREEMENT

Between

**The Union** (Ontario Public Service Employees Union (OPSEU))

And

**The Employer** (The Crown in Right of Ontario as represented by The Ministry of Children, Community and Social Services)

WHEREAS the province of Ontario is currently experiencing a COVID-19 pandemic and a state of emergency was declared pursuant to Order in Council 518/2020 (Ontario Regulation 50/20) on March 17, 2020 pursuant to section 7.0.1 of the *Emergency Management and Civil Protection Act*;

AND WHEREAS the Parties have an interest to enhance the current provisions and agreements related to Compensating Time Off (CTO) during the pandemic;

NOW, THEREFORE, in recognition of the foregoing, the Parties agree, without precedent or prejudice to other or similar matters, to the following:

1. The Parties agree that unless otherwise specified in this agreement, CTO shall be administered and used in accordance with the CTO Letter of Understanding in the OPSEU collective agreement and the terms of the Memorandum of Agreement signed on 24 February 2020.
2. For CTO having been accumulated over 2019 and 2020, the Parties agree that the date required to use and/or receive pay-out of these accumulated CTO hours will be amended to March 31, 2021. Any CTO paid out will, at all times, be paid out at the rate it was earned.
3. The Parties agree that effective March 31, 2020, until the earlier of such time as the provincial emergency is declared over or either party issues a minimum of two (2) weeks' notice, Correctional Bargaining Unit employees entitled to CTO as outlined in the CTO Letter of Understanding in the Collective Agreement will be able to accrue up to a maximum of 250 hours. For clarity, eligible employees are entitled to accrue an additional 150 hours in CTO, in addition to and above the 100 CTO hours currently outlined in the collective agreement and CTO Letter of Understanding.
4. The Parties agree that these additional CTO hours will either be used or paid out in accordance with the provisions of the collective agreement by 31 March 2021.

Signed this 11th day of May 2020

**For the Union**

*Original signed by*

Sandra Harper

*Original signed by*

Pete Harding

*Original signed by*

Mike Fallon

*Original signed by*

Johanna Sinclair

**For the Employer**

*Original signed by*

Mark Mikoluff