

MEMORANDUM OF AGREEMENT

Between

**The Crown in Right of Ontario
As represented by The Treasury Board Secretariat
("Employer")**

and

**The Ontario Public Service Employees Union
("OPSEU" or the "Union")**

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, OPSEU Correctional Bargaining Unit employees are not currently permitted to use accumulated compensating time off (CTO) credit to supplement pay for Short Term Sickness Plan (STSP) absences, as set out in Article COR13.8 of the Correctional Bargaining Unit collective agreement ("collective agreement");

THEREFORE, the parties agree, without precedent or prejudice, to the following terms and conditions:

1. Regular full-time employees who are members of the OPSEU Correctional Bargaining Unit who are employed in an adult correctional institution at the Ministry of the Solicitor General (SOLGEN) or a youth justice facility at the Ministry of Children, Community and Social Services (MCCSS) may, at their option, use available accumulated CTO credits to top-up each day of absence taken in accordance with Article 44 (Short-term Sickness Plan) of the collective agreement. For clarity, employees will have compensating leave credits deducted for each such day of absence under Article 44 of the collective agreement and receive regular pay.
2. This agreement will be effective date of signing and will continue until the earlier of such time as the provincial emergency declaration period concludes or either party issues a minimum of two (2) weeks' notice of cancellation.
3. The Employer maintains its management rights in accordance with Article 2 of the collective agreement.
4. The parties agree that this agreement will supersede all other written or verbal agreements in respect of CTO.
5. In the event there are disputes arising from the implementation of this agreement, the respective MERC Committee will attempt to resolve them.

Without Prejudice

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6. The parties agree that Arbitrator Gail Misra shall remain seized of any issues arising from the implementation of this MOA

Signed in Toronto this 8th day of May, 2020.

For the Union:

Chantal
[Signature]
Donald A. House

For the Employer:

[Signature]
[Signature]
J. Macri