

MEMORANDUM OF SETTLEMENT

of all outstanding matters in dispute

Between:

The Crown in Right of Ontario

as represented by Management Board of Cabinet

("the Employer")

- and -

AMAPCEO

("the Association")

1. The parties agree, subject to ratification by both parties, to the terms and conditions of the Collective Agreement as amended by the following agreed to items. 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. The ratification process will be completed by both parties on or before August 15, 2025, unless agreed otherwise.
2. The renewal of the Collective Agreement shall be effective on the date of ratification by both parties and shall expire on the 31st day of March 2028.
3. 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.
4. Where changes to benefits have a retroactive effective date, best efforts will be made to have the changes implemented within 90 days of the date of ratification.
5. Except as provided otherwise in the terms of the Memorandum of Settlement, all other changes to 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 may be necessary and the parties shall appoint an editing committee for that purpose.
7. The undersigned unanimously agree to recommend these terms of settlement as attached to their respective principals and, in the case of the signatories for the Association, to the AMAPCEO Board of Directors, and if approved by the Board, to the bargaining unit employees.

8. All other issues in dispute are hereby withdrawn without prejudice to the positions of the parties. The parties agree that they will not rely on the tabling and subsequent withdrawal of any proposal as evidence in support of an estoppel argument over the meaning of a provision in the collective agreement.

Dated at Toronto, this 25th day of July, 2025.

For the Association:

David Submer

CPA

Paula Ross

Adam Rogers

Thomas

Vickie Nielsen

Z Boulouk

R. Sweeney

J. [unclear]

Boden

Matt Hill

For the Employer:

[Signature]

May

J. Babb

Chris

Karla Fane

Julia

Co. [unclear]

Steen Park

[Signature]

1. **Bulletin Boards**

Amend Article 13 as follows:

ARTICLE 13 - BULLETIN BOARDS

...

- 13.3 The OPS intranet will provide access to a link on the AMAPCEO website as designated by AMAPCEO.**

2. **Dispute Resolution Procedure**

Amend Article 15 and add a new Letter of Understanding as follows:

Article 15 - Dispute Resolution Procedure

...

15.3 Formal Resolution Stage

...

- 15.3.2 It is agreed that the Formal Resolution designated management representative will have the authority to work towards resolving the dispute and will come from a Division other than the one for which the manager named in Article 15.2.1 works, and that, no manager who has dealt with or who has been implicated in the facts giving rise to a complaint at the Informal Resolution Stage will be designated at the Formal Resolution Stage. A designated management representative shall hold a meeting with the Association and the employee within fifteen (15) days of the submission of the dispute at the Formal Resolution Stage and shall give the representative of the Association present at the meeting and the employee a decision in writing, within seven (7) days of the meeting.**

...

15.5 General

...

- 15.5.1.2 Where an employee self identifies as Indigenous (meaning First Nations, Inuit or Métis), they may be accompanied by an Indigenous Elder/ Traditional Knowledge Keeper/ Métis Senator in addition to an Association representative, at the Informal and Formal Resolution Stage of this procedure. The role of the Indigenous Elder /Traditional Knowledge Keeper/ Métis Senator is solely to provide support to the employee. They shall not advocate on the Employee's behalf.**

The Indigenous Elder/ Traditional Knowledge Keeper/ Métis Senator may be of the employee's choosing.

...

Letter of Understanding – re Joint Review Process

Letter of Understanding

Between

**The Crown in Right of Ontario (Management Board of Cabinet)
“the Employer”**

And

AMAPCEO

(Hereinafter referred to as “Parties”)

The Parties acknowledge the importance of resolving disputes arising from the interpretation, application, administration or alleged violation of this agreement as early as possible in order to foster a harmonious and productive working environment. The Parties also recognize the importance of disputes being resolved in advance of arbitration, and if necessary being referred to the Grievance Settlement Board in a timely manner.

In this respect, the Parties agree to reactivate the Joint Review Process established under Article 15.9 and review the existing Terms of Reference for the Joint Review Process.

Agreed to by the parties on this 25th day of July, 2025.

**Dave Bulmer
For the Association**

**Steven MacKay
For the Employer**

3. **Military Leave**

Amend Article 23 as follows:

ARTICLE 23 - LEAVES OF ABSENCE

...

23.6 Military Leave

23.6.1 ~~The Employer may grant a leave of absence of up to one (1) week with pay and up to one (1) week without pay, for a total of two (2) weeks in a year, for the purpose of Canadian Forces Reserve Training.~~

Effective {date of ratification}, the Employer shall grant a leave of absence without pay to an employee for the purpose of Canadian Forces Reserve training and/or any obligations pertaining to the Canadian Forces Reserve and the employee shall be entitled to accrue service and seniority while on leave. The Employer may grant leave of absence for not more than one (1) week with pay to an employee in their ministry for the purpose of Canadian Forces Reserve training.

23.6.2 An employee granted a leave of absence pursuant to Article 23.6.1 shall accrue credits and be covered by benefit plans during such leave.

4. **Job Security**

Amend Article 27 as follows:

Article 27 - JOB SECURITY

...

27.3.12 Treatment of Surplus Notice During Leaves of Absence or Temporary Assignments

...

27.3.12.1.3 Where the employee's position is declared surplus while the employee is on a temporary assignment or secondment within the OPS, the home ministry has the option of:

- (a) returning the employee to their home position and issuing the surplus notice at that time; or
- (b) giving the employee the surplus notice and allowing the employee to remain on temporary assignment ~~until directly assigned into a permanent vacancy, the temporary assignment ends, or the notice period expires, whichever occurs first.~~ **The employee's surplus notice is put on hiatus during the temporary assignment and all redeployment activities**

cease, but the employee may continue to identify and be considered for vacancies under Article 27.8. At the end of the temporary assignment or secondment, the balance of the notice period shall resume.

27.3.12.2 **Treatment of Surplus Notices Issued Before an Employee Goes on a Leave of Absence or a Temporary Assignment**

...

27.3.12.2.4 Where the employee's position is declared surplus before the beginning of a temporary assignment or secondment within the OPS ~~(and before the employee is eligible for targeted direct assignment into a temporary assignment under the Agreement)~~, the employee's surplus notice is put on hiatus during the temporary assignment and all redeployment activities cease, but the employee may continue to identify and be considered for vacancies under Article 27.8. This provision ~~only applies where the temporary assignment or secondment is for more than six (6) months and is filled competitively~~ **applies to all temporary assignments or secondments.**

At the end of the temporary assignment or secondment, **if the employee has not found another permanent position**, the balance of the notice period shall resume. The employee shall return to their home position if it still exists or to a comparable position within the ministry/OPS. The employee shall remain eligible for targeted direct assignment to temporary assignments in accordance with Article 27.10 of the Agreement.

5. Supplementary Health and Hospital Insurance

Amend Article 34 and PT.10 and add a Letter of Understanding as follows:

ARTICLE 34 - SUPPLEMENTARY HEALTH AND HOSPITAL INSURANCE

...

34.2 The Supplementary Health and Hospital Insurance Plan shall include reimbursing employees for the following eligible expenses:

...

(f) ...

~~Effective April 1, 2023~~ **Up until March 31, 2025**, the services of a psychologist, at the rate of eighty dollars (\$80) per half hour, to an annual maximum of sixteen hundred dollars (\$1600). Coverage shall also include services rendered by a psychotherapist, or a social worker with a Master's Degree in Social Work, where such services are equivalent to the services that would otherwise be provided by a psychologist;

Effective April 1, 2025, the services of a registered psychologist, to an annual maximum of three thousand dollars (\$3000) subject to

reasonable and customary charges per visit based on fees charged in the location where treatment is provided. Coverage shall also include services rendered by a qualified psychotherapist, qualified social worker, qualified therapist or qualified counsellor, where such services are equivalent to the services that would otherwise be provided by a psychologist.

...

- (j) Effective April 1, 2025, eligible employees will be entitled to two (2) wigs per calendar year following chemotherapy/ alopecia areata, alopecia genetica, alopecia totalis, up to a maximum benefit of \$1000 per wig. Any other claims for coverage based on medical necessity will be considered on a case by case basis with denials to be dealt with by the Joint Benefits Review Committee under Article 32.

...

PT.1 - REGULAR PART TIME EMPLOYEES

...

PT.10 Supplementary Health and Hospital Insurance Plan

...

PT.10.3 The Supplementary Health and Hospital Insurance Plan shall include reimbursing employees for the following eligible expenses:

...

- (f) ...

~~Effective April 1, 2023~~ Up until March 31, 2025, the services of a psychologist, at the rate of eighty dollars (\$80) per half hour, to an annual maximum of sixteen hundred dollars (\$1600). Coverage shall also include services rendered by a psychotherapist, or a social worker with a Master's Degree in Social Work, where such services are equivalent to the services that would otherwise be provided by a psychologist;

Effective April 1, 2025, the services of a registered psychologist, to an annual maximum of three thousand dollars (\$3000), subject to reasonable and customary charges per visit based on fees charged in the location where treatment is provided. Coverage shall also include services rendered by a qualified psychotherapist, qualified social worker, qualified therapist or qualified counsellor, where such services are equivalent to the services that would otherwise be provided by a psychologist;

...

- (j) Effective April 1, 2025, eligible employees will be entitled to two (2) wigs per calendar year following chemotherapy/ alopecia areata, alopecia genetica, alopecia totalis, up to a maximum benefit of

\$1000 per wig. Other requests for wig coverage based on medical necessity will be determined by JIBRC on a case by case basis.

6. Long Term Income Protection

Amend Article 36 as follows:

ARTICLE 36 - LONG TERM INCOME PROTECTION

...

- 36.9.2 The temporary assignment can be extended at the Employer's discretion except as limited by Article 18.7.2. ~~Time spent on the temporary assignment does not constitute a hiatus in the employee's notice period. Therefore, should no direct assignment be found for the employee, their employment ends at the termination of either the notice period or the temporary assignment, whichever is later.~~ **The employee's surplus notice period is put on hiatus during the temporary assignment and all redeployment activities cease, but the employee may continue to identify and be considered for vacancies under Article 27.8. At the end of the temporary assignment, if the employee has not found a permanent position, the balance of the notice period shall resume.** The employee will receive salary protection, if applicable, only during the six (6) month notice period.

7. Salary

Amend Article 44 as follows:

ARTICLE 44 – SALARY

- 44.1 Effective April 1, ~~2022-2025~~, all salary rates in effect on March 31, ~~2022~~ **2025** will be revised to provide for an increase of ~~1.0%~~ **2.75%** across the board.
- 44.2 Effective April 1, ~~2023~~ **2026**, all salary rates in effect on March 31, ~~2023~~ **2026** will be revised to provide for an increase of ~~1.0%~~ **2.25%** across the board.
- 44.3 Effective April 1, ~~2024-2027~~, all salary rates in effect on March 31, ~~2024~~ **2027** will be revised to provide for an increase of ~~1.0%~~ **2.00%** across the board.
- 44.4 For clarity, Salary Schedule A of the Collective Agreement sets out the increases referred to above.

8. Hours of Work

Amend Article 46 as follows:

ARTICLE 46 - HOURS OF WORK

...

- 46.4 An employee shall not be considered to be working overtime merely because they are carrying a pager, computer, cell phone or ~~blackberry~~ **smartphone**.

9. Alternative Work Arrangements

Amend Article 47.1 as follows:

ARTICLE 47 - ALTERNATIVE WORK ARRANGEMENTS

...

- 47.1.1 Alternative Work Arrangements (AWAs) may include but are not limited to: compressed work week, flexible hours with fluctuating start and end times, job sharing, **and** pre-retirement part-time employment, ~~and telecommuting/telework~~. **Other than AWAs as addressed in Article 47.1.2,** AWAs may be entered into by mutual agreement between an employee and their manager. In considering any **such** AWA, the manager will consider, in good faith, both the employee's request, and the operational viability of the AWA for the work site.
- 47.1.2 **Where a request for an AWA involves a request for telecommuting/telework, such AWAs may be entered into by mutual agreement between an employee and their Director. In considering any such AWA, the Director will consider, in good faith, both the employee's request, and the operational viability of the AWA for the work site.**

...

10. Term and Renewal

Amend Article 53 as follows:

ARTICLE 53 - TERM AND RENEWAL

- 53.1 Unless otherwise specified, this agreement shall be effective from April 1, ~~2022~~ **2025** until March 31, ~~2025~~ **2028**.

...

11. Fixed-Term Employees

Amend FXT.2, FXT.4, FXT.5, FXT.10 and FXT.12 and add a new Letter of Understanding as follows:

FXT.2 Salary

...

FXT.2.5 When an employee commences a fixed-term assignment in a classification with the same salary maximum as their existing fixed-term assignment and there is no break in service between the assignments, the employee shall, at a minimum, retain their current salary and anniversary date.

...

FXT.4 Vacation Pay

FXT.4.1 FXT.4 Vacation Pay

FXT.4.1 a) Until December 31, 2025, a full-time fixed term employee who is newly hired into the OPS shall be advanced 3.75 vacation credits upon hire, representing the vacation credits for the first full three (3) months of their employment. After three (3) full months of the employee's fixed-term employment, assignment of vacation credits will be in accordance with Article FXT.4.1.1.

b) Effective January 1, 2026, a full-time fixed term employee who is newly hired into the OPS shall be advanced five (5) vacation credits upon hire, representing the vacation credits for the first four (4) months of their employment. After four (4) full months of the employee's fixed-term employment, assignment of vacation credits will be in accordance with Article FXT.4.1.1.

FXT.4.1.1 A full-time fixed term employee is entitled to vacation credits at the rate of 1 and ¼ days for each full month in which the employee is at work or is on vacation leave of absence or leave of absence with pay.

For clarity, if the full-time fixed term employee does not meet these requirements for the first full three (3) **or four (4)** months of their employment, the credits assigned under FXT.4.1 **(a) and (b)** respectively will be reduced accordingly.

...

FXT.5 Attendance Credits and Sick Leave

FXT.5.1 a) Until December 31, 2025, a full-time fixed term employee who is newly hired into the OPS shall be advanced 3.75 attendance credits upon hire, representing the attendance credits for the first full three (3) months of their

employment. After three (3) full months of the employee's fixed-term employment, assignment of attendance credits will be in accordance with Article FXT 5.1.1.

- b) **Effective January 1, 2026, a full-time fixed term employee who is newly hired into the OPS shall be advanced five (5) attendance credits upon hire, representing the attendance credits for the first four (4) months of their employment. After four (4) full months of the employee's fixed-term employment, assignment of attendance credits will be in accordance with Article FXT.5.1.1.**

The attendance credits assigned upon hire will be pro-rated for a part time fixed term employee based on the ratio that their weekly hours of work bear to full time employment.

FXT 5.1.1 A full time or part time fixed term employee is entitled to an attendance credit of 1¼ days for each full month in which the employee is at work or is on vacation, bereavement or jury/witness leave. An employee is entitled to use attendance credits only in the event that they are unable to attend their official duties by reason of illness or injury.

For clarity, if the full-time fixed term employee does not meet these requirements for the first full three (3) **or 4 (four)** months of their employment, the credits assigned under FXT.5.1 a) **or b) respectively** will be reduced accordingly.

For clarity, where a full-time or part time fixed term employee uses an attendance credit the hours covered by that credit will be counted as 'attendance' for the purposes of this Article.

A part time fixed term employee shall earn a pro-rated portion of the attendance credits based on the ratio that their weekly hours of work bear to full time employment.

...

FXT.12 Other Articles Applicable to Fixed Term Employees

...

23 Leaves - Articles 23.2.1(without pay), 23.3 (special and compassionate), **23.6 (military leave)**, 23.7 (jury/witness), 23.9.1 (emergency leave) and 23.10.1 (family medical leave)

...

**Letter of Understanding
re: Fixed-Term Employees Opting-out of
Supplementary Health and Hospital and Dental Benefits Plans**

Effective 90 days from ratification, existing FXT employees will have a one-time irrevocable option to opt-out of the supplementary health and hospital plan and/or the dental benefits plan. Within 90 days from ratification, these FXT employees will be notified of their option to opt-out and will have up to 20 days to submit their decision to opt-out in writing to the insurance carrier. Once an employee terminates their supplementary health and hospital and/or dental benefits coverage, they are not able to re-enrol in that plan for the duration of their contract and any additional extension or reappointment not broken by 13 weeks or greater period of nonemployment, including any extension to which FXT.10.4 applies.

Dated at Toronto, this 25th day of July, 2025

Dave Bulmer
For the Association

Steven MacKay
For the Employer

(This letter forms part of the Collective Agreement)

12. Health Care Spending Account

Amend the LOU on Health Care Spending Account (HCSA) as follows:

Letter of Understanding re: Health Care Spending Account

The Employer ~~agrees to~~ established a Health Care Spending Account (HCSA) for each eligible regular employee in the AMAPCEO Bargaining Unit enrolled in the Supplementary Health and Hospital (SH&H) and/or Dental plans as follows:

- Effective April 1, 2022 – \$100
- Effective January 1, 2023 – \$425
- Effective January 1, 2024 – \$525

Effective April 1, 2025, the Employer will increase the amount of the HCSA to \$725 annually for each eligible regular employee in the AMAPCEO Bargaining Unit enrolled in the Supplementary Health and Hospital (SH&H) and/or Dental plans.

...

13. Co-operative Education Program

Amend the MOA on Co-operative Education Program as follows:

Co-Operative Education Program
Memorandum of Agreement Between
the Crown in Right of Ontario (Management Board of Cabinet) and the
Association of Management, Administrative and Professional Employees of Ontario
(AMAPCEO)

...

- (2) The Employer will create the position of Co-Operative Education Student within the AMAPCEO bargaining unit. For the duration of the agreement, the Employer may employ up to a total of ~~200~~ **250** Co-Operative Education Students in the workplace at any time.

14. Corporate Internship Program

Amend the MOA on the Corporate Internship Program as follows:

Corporate Internship Program
Memorandum of Agreement
Between
the Crown in Right of Ontario
(Management Board of Cabinet) and the
Association of Management, Administrative and Professional Employees of Ontario
(AMAPCEO)

...

- (2) For the duration of this agreement, the Province of Ontario will recruit up to ~~115~~ **200** post secondary graduates each fiscal year.

15. Transition and Reskilling

Amend the Memorandum of Agreement as follows:

**TRANSITION AND RESKILLING
MEMORANDUM OF AGREEMENT
Between
The Crown in Right of Ontario
As represented by the Treasury Board Secretariat
(The “Employer”)
and
Association of Management, Administrative and Professional
Crown Employees of Ontario
 (“AMAPCEO” or the “Association”)**

...

1. The parties agree to establish a Joint Transition & Reskilling Committee (“the Committee”) that shall operate as a sub-committee of the AMAPCEO Central Employee Relations Committee (“ACERC”). When an organizational transformation takes place that will impact AMAPCEO-represented employees, the Committee shall be responsible for reviewing the following information provided by the Employer:
 - 1) A list of AMAPCEO-represented employees impacted by organizational transformation (“referred to as employees”);
 - 2) The AMAPCEO-represented positions throughout the OPS that are available and suitable for these employees to be considered for, **if these employees wish to seek reskilling;**
 - 3) The current skills of the employees and requirements for further skill development, **where applicable;** and
 - 4) Any proposed training activity, if required, that will support the reskilling of employees who will be impacted.

...

Appendix A to the MOA: AMAPCEO Reskilling and Transition

...

Article 2 – NOTIFICATION TO AMAPCEO:

- 2.1 Where an organizational transformation activity occurs which will result in employment changes for AMAPCEO-represented employees, the Employer will identify this activity for consideration under the Joint Transition and Reskilling process. When that occurs, the Employer will provide the President of the Association, the AMAPCEO Co-Chair of the Committee and affected AMERC Co-chair, advance notice about the planned organizational transformation initiative not less than (10) days prior to notification to employees, unless the parties agree to extend the timelines.
- 2.2 As part of the advance notice, the Employer will provide the Association with the following information on a without prejudice basis:
 - a. Relevant information about the organizational change to enable meaningful discussion, including the reason for the decision when a final decision has been made and how the planned initiative meets the Government’s objectives.
 - b. A list of employees including the names, position title, classification and job code, continuous service date, employment status, ministry/division/branch name and work location. This list will be based on information known at the time of the notification and may be subject to change.
 - c. ~~Information on the AMAPCEO represented positions that each of the employees will be assigned to, including information such as position title, job code and job code description, ministry/division/branch name, work location and job description.~~
 - d. ~~A list of the reskilling and training that may be required for each of the employees in order to meet the duties of the identified assignment.~~

Article 3 – JOINT TRANSITION & RESKILLING COMMITTEE:

- 3.1 Within thirty (30) days of receipt of the notification set out in Article 2, the Committee shall meet to discuss the information that has been provided to the Association as per Article 2.2, including:
- a. the potential impacts to employees as a result of the potential organizational transformation;
 - b. reassignment of employees to other permanent or temporary positions within the OPS. It is understood that, where the Employer identifies an assignment, the preferred outcome is to maintain the employee at or above their current salary; and
 - c. any potential employment-related retraining associated with reskilling the employees.
- 3.2 **During the three months of the reskilling search, the committee will meet as needed and the committee will be updated with:**
- a. **Information on the AMAPCEO-represented positions that each of the employees will be assigned to, including information such as position title, job code and job code description, ministry/division/branch name, work location and job description.**
 - b. **A list of the reskilling and training that may be required for each of the employees in order to meet the duties of the identified assignment.**
- 3.3 The parties agree that any discussions, disclosure or information revealed as part of or in any way related to this framework shall remain confidential as between the parties and shall not be communicated, disclosed, disseminated or publicized in any manner by the Association, nor shall it be used for any purpose other than to advance the work of the Committee, and for the purpose of consulting internally on the matter.

Article 4 - NOTIFICATION TO EMPLOYEES:

- 4.1 Employees will receive **notice of layoff which includes** notification of the potential organizational change affecting their administrative district, unit, institution or other such work area, and will be provided with information regarding the organizational transformation and ~~the assignment and reskilling information regarding the AMAPCEO-represented position that has been identified for them.~~ Employees will be ~~provided~~ an opportunity to submit an updated employee form to assist the committee in their review.
- 4.2 Employees will be provided with the following options:
- a. ~~Accept the assignment to an AMAPCEO-represented position that has been identified as suitable for them by the Employer, including any reskilling or training activity (if required), which may help improve their employment-related skills and abilities for their identified assignment;~~ **Elect reskilling: the Employer and the employee will search for a suitable AMAPCEO-represented position for the employee within three (3) months of the employee's decision to be reskilled. Once the employee elects reskilling, this**

marks the start of the six (6) month notice or pay-in-lieu period provided under Article 27 of the Collective Agreement (which includes the three (3) month search period above but excludes the six (6) day surplus notice alert period under Article 27). This may include any reskilling or training activity (if required), which may help improve their employment-related skills and abilities for their identified assignment. The employee search will be conducted via targeted direct assignment as per Article 27 and the employee will also fill out the bumping election form and all other rules in Article 27 apply for the notice period; or

- b. Voluntary exit from the OPS with a severance package, not exceeding the pay-in-lieu entitlements provided in Article 27.7.1; or**
- c. Exercise their rights under Article 27 of the Collective Agreement.**

4.3 Article 4.1 and 4.2 will be applied in accordance with seniority as set out in the collective agreement.

4.4.1 When an employee elects reskilling under Article 4.2(a), the employee shall be offered reskilling by no later than the end of the third month of the notice period, if a suitable position is identified.

If a suitable position is not identified, the employee shall retain their Article 27 rights and options under the collective agreement.

If the employee declines the reskilling position identified by the Employer, the employee shall retain their Article 27 rights and options under the collective agreement. Any period prior to the employee's decision to decline the reskilling position counts towards the notice period.

4.4.2 An employee may opt out of reskilling during the Employer search period and the employee shall retain their Article 27 rights and options under the collective agreement. Any period prior to the employee's decision to opt out of the reskilling process counts towards the notice period.

4.45 Notwithstanding Article 4.2 above, where an employee has a pending Transition Exit Initiative (TEI) request, the Employer will consider the request for approval prior to notification under Article 4.1.

4.56 Training and developmental opportunities, if required, shall include one or more of the following activities:

- a) On-the-job training;**
- b) Course-based training;**
- c) Job shadowing;**
- d) Temporary assignment to a position;**
- e) Any other learning activity deemed appropriate by the Employer.**

4.67 Employees must respond to the Employer in writing within six (6) days of the issuance of the notification. The response must indicate which one of the above options the

employee selects. **Employees who do not provide a response within the six-day period will be deemed to have chosen to exercise their rights under Article 27.**

4.78 Employees who elect to voluntarily exit from the OPS must exit within five (5) days of their selection, or another time that is mutually agreed between the employee and the Employer.

4.89 Where an employee chooses to exercise their entitlements in accordance with Article 27 of the AMAPCEO collective agreement, the notice set out in Article 4.1 shall be deemed to have satisfied the Employer's disclosure obligations to AMAPCEO.

...

16. Artificial Intelligence

Add a new Letter of Understanding as follows:

Letter of Understanding re: Artificial Intelligence

In response to questions and concerns raised by AMAPCEO with respect to the integration of artificial intelligence ("AI") technologies into the workplace, the Parties have agreed to add AI to the agenda at ACERC to facilitate dialogue with respect to the potential impact, if any, of AI on AMAPCEO employees.

Dated at Toronto, this 25th day of July, 2025

**Dave Bulmer
For the Association**

**Steven MacKay
For the Employer**

17. Equity, Inclusion and Anti-Racism

Add a new Letter of Understanding as follows:

Letter of Understanding re: Equity, Inclusion and Anti-Racism

In support of their shared commitment to continuing to foster an inclusive, diverse, equitable, anti-racist, accessible, and respectful workplace, free from discrimination and harassment, the Employer and AMAPCEO (the "Parties") conducted a review of the AMAPCEO Collective Agreement through the Joint Equity, Inclusion and Anti-Racism Sub-Committee of ACERC.

The Parties remain committed to ongoing dialogue and as such, once the report of the Sub-Committee is finalized, have also agreed that Equity, Inclusion and Anti-Racism

will be a standing agenda item at ACERC.

Dated at Toronto, this 25th day of July, 2025.

Dave Bulmer
For the Association

Steven MacKay
For the Employer

(This letter forms part of the Collective Agreement.)

18. Salary Schedule

Add a new Salary Schedule C as follows:

SALARY SCHEDULE C

Effective April 1, 2025, a one-time special wage adjustment will be provided as follows:

- **Program Specialist, Ministry of Long-Term Care: 15%**
- **Communications Training Officer, Ministry of Health: 3%**

The special wage adjustments will be provided in addition to across-the-board increases.

The parties agree to renew the letter of intent dated January 26, 2024 with respect to any additional special wage adjustments flowing from the implementation of the Lee OPSEU re-opener award.

19. Updated List of Letters of Understanding and Memoranda of Agreement

Renew the following Letters of Understanding and Memoranda of Agreement:

- Letter of Understanding re: Recognition Clause in Article 1 of the Collective Agreement
- Letter of Understanding re: VRA Process for Determining Employee Status Disputes
- Letter of Understanding re: Part VI of the Voluntary Recognition Agreement
- Letter of Understanding re: Use of Employer Facilities and Equipment
- Letter of Understanding re: Definition of "days"
- Letter of Understanding re: Term Classified Fixed Term Employees under the *Public Service of Ontario Act*
- Letter of Understanding re: References to *Public Service Act* and the *Public Service of Ontario Act*
- Letter of Understanding re: Organ or Bone Marrow Donation

- Letter of Understanding re: Alternative Work Arrangements
- Letter of Understanding re: Pilot for Finance Functional Group Recruitment
- Letter of Understanding re: Collection and Reporting of Socio-Demographic Data
- Letter of Understanding re: Collection and Reporting of Socio-Demographic Data for Recruitment
- Letter of Understanding re: Joint Sub-Committee on Employment Accommodation
- Letter of Understanding re: Health Care Spending Account
- Letter of Understanding re: Administrative Changes
- Memorandum of Agreement re: Corporate Internship Program
- Memorandum of Agreement re: Transition Exit Initiative
- Memorandum of Agreement re: Implementation of New Job Evaluation System
- Memorandum of Agreement re: Pay Equity

Delete the following Letters of Understanding and Memoranda of Agreement:

- Letter of Understanding re: Establishment of Joint Equity, Inclusion and Anti-Racism Sub-Committee of ACERC
- Memorandum of Agreement re: Internationally Trained Professionals Internship Program