

MEMORANDUM OF AGREEMENT NO. 1

Implementation of New Agreement July 1, 2005 to June 30, 2007

July 1, 2005

Assistant Professors, Associate Professors, Full Professors, Extension Specialists III & IV,

- Base/Scale increase calculated by applying a “slope adjustment” to increase the salaries of the junior ranks while holding constant the salaries of the senior full professors. This results in an increase in the salary scales, and in increases to individual base salaries ranging from \$879 (base salaries of greater than or equal to \$105,335) to a maximum of \$5,000 (base salary of \$52,494). There is no change in the rank ordering of salaries as a result of the slope adjustment.
- Faculty whose base/scale salary increase is less than \$2,500 will receive an adjustment to base salary as a bonus to base of \$2,500 less the base/scale increase to ensure a minimum total base salary increase of \$2,500. This bonus to base shall not reduce future CDI entitlement, and will be paid only to eligible employees in the 2005-2006 academic year.
- Plus a one-time payment for the difference between \$5,000 and the amount of the base salary increases described above.

Instructors and Lecturers Extension Specialists I & II

- \$4,000 Base/Scale increase
- Plus a one-time payment of \$1,000 which is the difference between \$5,000 and the amount of the base salary increase described above

Librarians

- Base/Scale increase of 3%. Librarians will receive a salary adjustment of 3% or \$2,500, whichever is greater
- Plus a one-time payment for the difference between \$5,000 and the amount of the base salary increase described above

Continuation of regular career development increases and special increases.

July 1, 2006

- Base/Scale increase \$3,000 (flat amount) for all Assistant Professors, Associate Professors, Full Professors, Extension Specialists III & IV
- Base/Scale increase of \$3,000 (flat amount) for all Instructors and Lecturers, Extension Specialists I & II
- Base/Scale increase of 3% for all Librarians
- The salaries of employees appointed after July 1, 2005 are subject to the base/scale adjustment made in 2005

Continuation of regular career development increases and special increases.

January 1, 2007

- Increase benefit cap to January 1, 2007 rates.

Date of Signing

- All changes not specifically mentioned in this MOA become effective date of signing
- Introduce Wellness Account of \$150 per academic year per member, as per the relevant language in the Collective Agreement.

First of the Month following the Date of Signing

- Increase annual maximum dental coverage for Basic and Major from \$1,500 to \$2,000
- Increase eye examination coverage from \$65 to \$80
- Increase Employer's and Employee's pension contributions each by 0.5 percent of salary. The relevant pension plan committee shall recommend changes to the plan if necessary. The parties agree to amend MOA #5 in the next round of bargaining.

Retroactivity

- Salary adjustments as specified will be retroactive to the applicable dates for all active staff, retirees, and early retirees. Otherwise retroactive payments will not be made to terminated employees.