

Memorandum of Settlement

Between

The University of Guelph

And

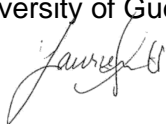
The University of Guelph Faculty Association

Together (the "Parties")

Re: UGFA 2 Extension Agreement

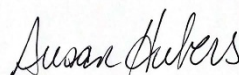
1. The Parties' negotiating teams have tentatively agreed to the Articles attached hereto, (the "Extension Agreement");
2. The Parties agree that, subject to errors or omissions and subject to the ratification processes applicable for each party, this Extension Agreement forms the basis of full and final settlement for an extension of collective agreement terms with the effective date of May 1, 2022 to April 30, 2023;
3. The Parties agree that either Party can initiate an option to renew this Extension Agreement for a second year, with an effective date of May 1, 2023 to April 30, 2024. Any renewal is subject to mutual agreement between the parties. All other terms would remain constant.
4. The Parties agree that the current Provisions for extended health, dental, long term disability, life insurance, and tuition scholarship plan shall continue;
5. The Parties agree that each will recommend to its respective principals the ratification of the Extension Agreement;
6. The Parties agree that unless stipulated otherwise all terms and conditions of the Extension Agreement are deemed effective May 1, 2022;
7. The Parties agree to make all necessary housekeeping amendments to the Extension Agreement in order to give effect to the overall intentions of the Parties;
8. The Parties warrant that each of the signatories of this Agreement is authorized to bind its respective Party;
9. This Memorandum of Settlement is incorporated as part of the Collective Agreement.

On behalf of the
University of Guelph



Laurie Arnott - AVP, Faculty
and Academic Staff Relations

On behalf of the
University of Guelph Faculty Association



Susan Hubers, Executive Director

Article 9 – Duration

9.1 The duration of the agreement is May 1, 2019~~22~~ until April 30, 2022~~3~~.

Article 40 – Compensation

40.1 The salary and wages of Members for 2022/2023 shall be increased by 1% from the 2021/2022 values, consistent with the Cost of Living Increase.

40.1.1 The annualized salary for College Research Professors for 2022/2023 shall be increased by 1% from the 2021/2022 values, consistent with the Cost of Living Increase.

40.1.2 The annualized salary for College Professors for 2022/2023 shall be increased by 1% from the 2021/2022 values, consistent with the Cost of Living Increase.

40.1.3 The annualized salary for College Lecturers for 2022/2023 shall be increased by 1% from the 2021/2022 values, consistent with the Cost of Living Increase.

Minimum hourly rates will increase by an additional \$xx on May 1, 2022

Merit Pay for College Professors and College Research Professors

40.3 A selective increase bonus for Merit will be available for distribution to College Professor and College Research Professors. The merit bonus amount will be established by multiplying the total number of regular full-time (including reduced workload) and temporary full time College Professors and College Research Professor by the following amounts:

~~May 1, 2019: \$1,150~~

~~May 1, 2020: \$1,150~~

~~May 1, 2021: \$1,150~~

May 1, 2022: \$1,150

Flexible Spending Account for College Professors and College Research Professors

40.7 Effective January 1, 2019~~22~~, the University will provide Flexible Spending Credits (Flex Credits) to all Regular Full Time (including reduced workload) Members as well as Temporary Full Time Members who have completed twelve months of service. Each eligible Member will be provided with Flex Credits in the amount of:

~~January 1, 2020: \$1,200~~

~~January 1, 2021: \$1,200~~

January 1, 2022: \$1,200

Salary Floor for College Research Professors and College Professors and College

	May 1, 2021	July 1, 2021 *UPP	May 1, 2022
College Research Professor	\$75,595	\$76,351	\$77,114

College Professor	\$64,796	\$65,444	\$66,098
College Lecturer (Hourly)	\$26.95	\$27.12	\$27.39

Hourly wage College Lecturer

Effective	Minimum	Maximum
May 1, 2021	\$26.85	\$45.00
July 1, 2021	\$27.12	\$45.45
May 1, 2022	\$27.39	\$45.90

The UPP MOA between the University of Guelph and UGFA Unit 2 dated X is included in the renewal agreement. References to pension throughout the agreement are deleted in accordance with the UPP MOA.