

Memorandum of Settlement

between

The University of Guelph

and

The University of Guelph Faculty Association

Together (the “Parties”)

Re: 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 July 1, 2021 to June 30, 2022;
3. The Parties agree that the current Provisions for extended health, dental, long term disability, life insurance, and tuition scholarship plan shall continue;
4. The Parties agree that LOU 10 (Agreement to Pursue Jointly Sponsored Pension Plan [JSPP] Options for UGFA Members) shall be replaced by the Memorandum of Agreement between the University of Guelph and the University of Guelph Faculty Association Unit 1 Regarding the Conversion of the Pension Plan for Professional Staff of University of Guelph to the University Pension Plan (signed on the 23rd day of January 2019).
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 July 1, 2021;
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;
7. The Parties warrant that each of the signatories of this Agreement is authorized to bind its respective Party;
8. This Memorandum of Settlement is incorporated as part of the Collective Agreement.

On behalf of the
University of Guelph

A handwritten signature in black ink, appearing to be 'L. St.' with a stylized flourish at the end.

On behalf of the
University of Guelph Faculty Association

A handwritten signature in black ink, appearing to be 'M. D.' with a stylized flourish at the end.

Article 10 – Duration and Copies of the Agreement

Duration

10.1 The terms of this agreement shall be in effect from July 1, 2017~~21~~ to June 30, 2021~~2~~.

Article 53 - Compensation

53.5 The Salary Floor for Faculty and Veterinarian Members for 2021/2022 shall be increased by 1% from the 2020/2021 values, consistent with the Cost of Living Increase.

53.6 The Salary Floor for Librarian Members for 2021/2022 shall be increased by 1% from the 2020/2021 values, consistent with the Cost of Living Increase.

Base Increases - Cost of Living Increase

53.7 Prior to the application of any salary increase (including Annual Career Increments and any applicable Performance Increase), the base salary of each Member will be increased effective the dates set out below:

~~July 1, 2017: 1.25%~~

~~July 1, 2018: 1.50%~~

~~July 1, 2019: 1.50%~~

~~July 1, 2020: 1.50%~~

July 1, 2021: 1.00%

53.8 Faculty, Librarian, and Veterinarian Members' base salaries as at June 30, 2017~~22~~ shall be used as the starting point for the application of the salary increases set out above.

Annual Career Increment

53.9 Subject to Article 53.10 below, the base salary of each Member shall be increased as follows:

~~July 1, 2017: \$2,550~~

~~July 1, 2018: \$2,550~~

~~July 1, 2019: \$2,550~~

~~July 1, 2020: \$2,650~~

July 1, 2021: \$2,650

Performance Increments

53.11 A performance-based recognition fund will be established and shall be awarded as one-time lump sums on ~~July 1, 2017, July 1, 2018, July 1, 2019, and July 1, 2020~~1 respectively on the basis of performance evaluations for each Faculty, Librarian, and Veterinarian Member as follows: The performance increment pool shall be established by multiplying the applicable value (below) by the total number of all Members on ~~July 1, 2017, July 1, 2018, July 1, 2019, and July 1, 2020~~1, respectively.

~~July 1, 2017: \$800~~

~~July 1, 2018: \$900~~

~~July 1, 2019: \$1,000~~

~~July 1, 2020: \$1,100~~
~~July 1, 2021: \$1,100~~

Benefits

53.29 All existing benefit plans available to eligible Members as at June 30, 2017~~21~~ shall continue unchanged, except as modified by this Agreement.

Professional Development Reimbursement (PDR)

53.36 Each eligible Member may claim reimbursement of eligible expenses up to a value of:

~~July 1, 2017: \$2,000~~
~~July 1, 2018: \$2,050~~
~~July 1, 2019: \$2,100~~
~~July 1, 2020: \$2,150~~
July 1, 2021: \$2,150

Salary Floor for Faculty and Veterinarian Members

Rank	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022
Professor or Veterinarian	\$99,918	\$101,417	\$102,939	\$104,484	\$105,529
Associate Professor or Associate Veterinarian	\$91,768	\$93,145	\$94,543	\$95,962	\$96,922
Assistant Professor or Assistant Veterinarian	\$86,789	\$88,091	\$89,413	\$90,755	\$91,663

Salary Floor for Librarian Members

Rank	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022
Librarian	\$84,221	\$85,485	\$86,768	\$88,070	\$88,951
Associate Librarian	\$75,249	\$76,378	\$77,524	\$78,687	\$79,474
Assistant Librarian	\$69,768	\$70,815	\$71,878	\$72,957	\$73,687