

MEMORANDUM OF SALARY SETTLEMENT

between

THE UNIVERSITY OF WATERLOO

and

THE FACULTY ASSOCIATION OF THE UNIVERSITY OF WATERLOO

15 March 2006

The University of Waterloo and the Faculty Association of the University of Waterloo hereby agree to the following salary settlement:

1. Effective 1 May 2006, the Memorandum of Agreement Article 11.4 will be replaced with the following:

11.4 Conversion of Vacation Entitlement Prior to Retirement at Age 66 or Earlier

11.4.1 Under the conditions set out below, a Member may opt to convert (the "Conversion Option") one week of annual vacation entitlement in each year preceding retirement (to a maximum of three) into a 2% salary increase based on the Member's salary in the immediately preceding salary year. The 2% increase will be calculated on the Member's base salary immediately prior to the start of the salary year during which it takes effect. Both the salary increase and the reduction in vacation will be ongoing until the Member's retirement date.

11.4.2 Eligibility date for conversion of vacation entitlement shall be not later than April 30, 2013 with retirement on or before May 1, 2016.

11.4.3 The Member shall submit the Conversion Option to the University within three years (or earlier) of his or her intended retirement date. The latest eligibility date for the Conversion Option shall be the Member's 65th birthday, with a retirement date no later than the end of the academic term (i.e., either 30 April, 31 August, or 31 December) during which he or she turns 66.

11.4.4 Where the Member notifies the University prior to the earliest eligibility date, the 2% salary increase shall take effect on the earliest eligibility date (three years prior to the retirement date). Where the Member notifies the University after the earliest eligibility date, the 2% salary increase shall take effect on the first day of the month following such notification.

2. Effective 1 May 2006, the Memorandum of Agreement Article 13.3.3(d) will be replaced with the following:

13.3.3(d) Effective 1 May 2006, the University will provide annually an Anomalies Fund for each Faculty equal in value to five percent of that Faculty's Selective Increase Pool, to correct individual salary anomalies. These special permanent increases require the approval of the Vice President Academic and Provost (VPA&P) who shall consult with the President of the Association. Any unspent amount in the anomalies fund of a given Faculty will be carried forward to the next salary year.

3. Effective 1 May 2006, any reference to Article 13.3.3(d) in the Memorandum of Agreement Article 13.3.3(b) will be removed.
4. Effective 1 May 2006, the scale increase will be 3.2%.
5. Effective 1 May 2007, the scale increase will be 3.2%.

As per Article 10.4 of the Memorandum of Agreement, this Memorandum of Settlement becomes part of the Memorandum of Agreement, and is binding on the Board of Governors, the Association, and individual Members.

For the University:

For the Faculty Association:

Bruce Mitchell
Chief Negotiator

Metin Renksizbulut
Chief Negotiator

Alan George

Catherine Schryer