

# University of Waterloo Memorandum of Implementation

27 March 2006

Further to the Memorandum of Agreement (MoA) and the changes made therein as a result of the Memorandum of Salary Settlement dated 15 March 2006 (MoSS-2006), the following points of implementation related to the revised MoA Article 11.4 are agreed upon:

- The 2% salary increase associated with the Conversion Option defined in Article 11.4.1 is a one-time increase occurring at the earliest eligibility date as defined in Article 11.4.4.
- Article 11.4.3 does not apply to Members continuously employed by the University of Waterloo from a date prior to January 1, 1969. Those Members have the right to exercise the Conversion Option within three years of the beginning of their contract month following or coincident with their 68<sup>th</sup> birthday.

For the University:

For the Faculty Association:

---

Bruce Mitchell  
Chief Negotiator

---

Metin Renksizbulut  
Chief Negotiator

---

Alan George

---

Catherine Schryer