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 68th birthday.

For the University:      For the Faculty Association:

_______________________     _______________________
Bruce Mitchell       Metin Renksizbulut
Chief Negotiator       Chief Negotiator

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Alan George       Catherine Schryer