

MEMORANDUM OF SALARY SETTLEMENT

between the

UNIVERSITY OF WATERLOO

and the

FACULTY ASSOCIATION OF THE UNIVERSITY OF WATERLOO

29 January 2018

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

1. Term of agreement: 1 May 2018 to 30 April 2021 (three years).
2. Scale increase:

| | |
|----------------------|-------|
| effective 1 May 2018 | 2.00% |
| effective 1 May 2019 | 2.15% |
| effective 1 May 2020 | 2.15% |
3. Effective 1 May 2018, an across the board adjustment of \$850 per faculty member shall be applied to base salaries following the scale increase stated above.
4. The vice president academic and provost (VPAP) and the president of the Faculty Association of the University of Waterloo (PFAUW) will together establish a working group that will investigate the existing salary structure (floors and thresholds) and recommend adjustments to the structure to promote equitable influence of the selective increase system on relative career salary progression of lecturers. The working group will start their work by 1 March 2018, report to VPAP and PFAUW by 1 November 2018, with the recommended changes implemented retroactive to 1 May 2018.
5. The University shall increase its annual contributions to the employee health and dental care benefits plan for the benefit of Faculty by \$400,000 (all-in costs inclusive of taxes and fees, corresponding to a notional additional ~\$325 per non-retired faculty member, with a focus on broad participation). Although the additional contribution will be made 1 May 2018, the deadline date for implementation of the benefit change is 1 January 2019 to correspond with the beginning of the benefit year, and to allow the time necessary for the Pension and Benefits Committee to implement in accordance with its existing principles.
6. The VPAP and PFAUW will together review the unspent funds in the Faculty Professional Expense Reimbursement (FPER) allocation annually during this settlement period beginning May 2018 (corresponding to the end of the first full period of the three year benefit carry forward model implemented in

2015). They will develop a process, consistent with the size of the unspent pool, to direct the deployment of these funds to support faculty service, scholarship, research, and teaching.


7. The option to exchange one week of vacation allowance for a one-time 2% increase in salary when within three years of retirement is extended to 30 April 2027 for retirement on or before 1 May 2030 (see Memorandum of Agreement, Article 11.4).

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:



James W.E. Rush
Chief Negotiator



Pearl Sullivan



Stephen M. Watt


For the Association:



Benoit Charbonneau
Chief Negotiator



Shelley Hulan



David Vert