

# MEMORANDUM OF SALARY SETTLEMENT

between the  
UNIVERSITY OF WATERLOO  
and the  
FACULTY ASSOCIATION OF THE UNIVERSITY OF WATERLOO

11 February 2008

The University of Waterloo and the Faculty Association of the University of Waterloo (FAUW) hereby agree to the following two-year salary settlement:

1. Effective 1 May 2008, across-the-board scale increase shall be 3.0%.
2. Effective 1 May 2008, a market adjustment of \$400 per faculty member shall be applied to base salaries across-the-board following the scale increase stated above.
3. Effective 1 May 2008, the selective increase unit (SIU) shall be \$3226, and the salary floors and thresholds shall be as stated below (see Memorandum of Agreement, Article 13):

Rank	Floor	Threshold T1	Threshold T2
Lecturer	\$51,167	\$98,580	\$114,726
Clinical Lecturer	\$65,949	\$121,320	\$136,215
Assistant Professor	\$65,949	\$136,444	\$164,868
Associate Professor	\$83,002	\$136,444	\$164,868
Professor	\$105,744	\$136,444	\$164,868

4. Effective 1 May 2008, the option to exchange 1 week of vacation allowance for a one-time 2% increase in salary when within three years of retirement will be extended to 30 April 2014 for retirement on or before 1 May 2017 (see Memorandum of Agreement, Article 11.4).
5. Working Group on Women's Salary Equity:

The Vice President Academic and Provost will establish a working group, in consultation with the President of the FAUW, to determine by an appropriate method of its own choosing if faculty salary inequities exist related to gender. The working group will examine all cases where salary inequities exist for women faculty and recommend how such cases should be resolved. The working group will provide a written report (due 1 February 2009) to the Vice President Academic and Provost and an appropriate summary of methodology and findings to the President of the Faculty Association. It is expected that all recommended salary adjustments will be implemented before 30 April 2009.

6. Working Group on Annual Performance Evaluations:

The Vice President Academic and Provost (VPAP) will establish a working group, in consultation with the President of the FAUW, to review the arrangements for annual performance evaluations, and to determine whether opportunities exist to strengthen the process. Emphasis will be directed towards identifying the most significant limitations or weaknesses, and to recommend changes to eliminate or minimize them. The working group's findings will be provided in a written report (due 1 November 2008) to the VPAP and the President of the Faculty Association, with the expectation that opportunities for change will be discussed at the Faculty Relations Committee prior to performance evaluations for 2008.

7. Effective 1 May 2009, across-the-board scale increase shall be 3.0%.

8. Effective 1 May 2009, a market adjustment of \$425 per faculty member shall be applied to base salaries across-the-board following the scale increase stated above.

9. Effective 1 May 2009, the selective increase unit (SIU) shall be \$3334, and the salary floors and thresholds shall be as stated below:


Rank	Floor	Threshold T1	Threshold T2
Lecturer	\$52,881	\$101,882	\$118,569
Clinical Lecturer	\$68,158	\$125,384	\$140,778
Assistant Professor	\$68,158	\$141,015	\$170,391
Associate Professor	\$85,783	\$141,015	\$170,391
Professor	\$109,286	\$141,015	\$170,391

10. Effective 1 May 2009, the option to exchange 1 week of vacation allowance for a one-time 2% increase in salary when within three years of retirement will be extended to 30 April 2015 for retirement on or before 1 May 2018 (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.

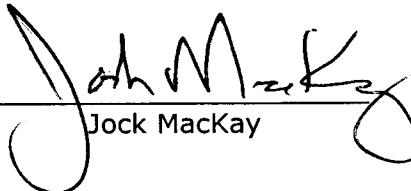
For the University:

  
Bruce Mitchell  
Chief Negotiator

  
Elizabeth Jewkes

For the Faculty Association:

  
Metin Renksizbulut  
Chief Negotiator

  
Jock MacKay