

UNIVERSITY OF WATERLOO

and the

FACULTY ASSOCIATION OF THE UNIVERSITY OF WATERLOO

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

1. Term of agreement: May 1, 2015 to April 30, 2018 (three years)
  
2. Scale increase: 

|                       |       |
|-----------------------|-------|
| effective May 1, 2015 | 1.95% |
| effective May 1, 2016 | 1.95% |
| effective May 1, 2017 | 1.50% |
  
3. For each of the 3 years in the Memorandum of Settlement, the salary thresholds T1 and T2 for all ranks will be increased by 2% each year in addition to the annual scale change.
  
4. In addition to the current practice of allowing individual faculty members to carry forward all allowable expenses that exceed the maximum Faculty Professional Expense Reimbursement (FPER) in a particular year for up to three years (as per Article 11.5.4 of the Memorandum of Agreement), individual faculty members will also be allowed to carry forward all unspent FPER balances for up to three years.
  
5. The Vice President Academic and Provost (VPAP) and the President of the Faculty Association of the University of Waterloo (FAUW) will together establish a working group on possible faculty salary inequities that will: investigate all cases where faculty salary inequities, including but not limited to gender-based inequities, may exist and recommend how such cases should be resolved using the Faculties' existing anomaly funds; review the processes by which salary anomalies are currently identified and resolved in each Faculty; establish a standardized university-wide process for the detection and resolution of all faculty salary anomalies that may arise in

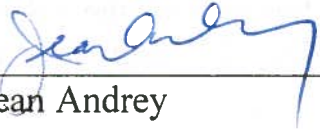
future, wherever they may occur. The working group will provide a final written report (due 1 February 2016) detailing its methodologies and findings to the VPAP and to the FAUW President. It is expected that all recommended salary adjustments will be implemented before 30 April 2016 (so that they are incorporated in the salary increases that take effect May 1, 2016).

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:



Ian Goulden, Chief Negotiator

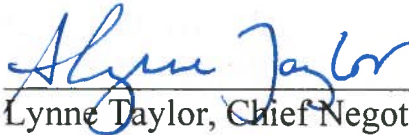


Jean Andrey

February 26, 2015

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For the Faculty Association:



Lynne Taylor, Chief Negotiator



Lori Curtis



Shelley Hulan