

## MEMORANDUM OF SALARY SETTLEMENT

February 9, 2026

The University of Waterloo and the Faculty Association of the University of Waterloo hereby agree to the following salary settlement for the 2026-2027 salary scale reopener:

1. Term of agreement: 1 May 2026 to 30 April 2027 (one year).
2. Scale increase:  
effective 1 May 2026: 2.6%
3. For the one year of the Memorandum of Settlement, the salary floors, SIU, and thresholds T1 and T2 for all ranks will be increased to the annual scale change.
4. 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:



Christine McWebb  
Chief Negotiator



Alexie Tcheuyap

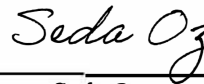


Katherine Thorne

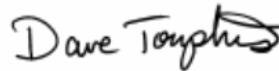
For the Association:



Michael Wallace  
Chief Negotiator



Seda Oz



David Tompkins