

“Schedule B”

**ADDENDUM TO THE MEMORANDUM OF SALARY SETTLEMENT BETWEEN
THE UNIVERSITY OF WATERLOO AND THE FACULTY ASSOCIATION OF
THE UNIVERSITY OF WATERLOO, SIGNED FEBRUARY 19, 2021**

between the

UNIVERSITY OF WATERLOO (the University)

and the

FACULTY ASSOCIATION OF THE UNIVERSITY OF WATERLOO (FAUW)

The University of Waterloo (the “University”) and the Faculty Association of the University of Waterloo (“FAUW”) have agreed to settle, fully and finally, all matters between them regarding paragraph 7 of the Memorandum of Salary Settlement signed February 19, 2021 (the “Reopener Clause”) on the following terms:

1. This Addendum regarding the Reopener Clause applies to all faculty members who were eligible for the Faculty Salary Increase process effective May 1, 2023.
2. For current faculty members actively employed at the University on May 1, 2021, the University will provide:
 - a. Phase One:
 - i. A first adjustment of 2% of base salary as of April 30, 2023.
 - b. Phase Two:
 - i. A second adjustment of 2%, which includes the normal salary conversion currently in place for May 1, 2023 (1%) plus an additional 1%, which will be included on top of the Phase One adjustment, referenced above. Regular merit adjustment will apply through the normal performance review processes.
 - ii. The University will provide a one-time lump sum payment of \$2,500.00 to each faculty member.
3. Alternatively, for current faculty members actively employed at the University on May 1, 2022, but who were not employed in May 2021, the University will provide:
 - a. Phase One:
 - i. An adjustment of 1% increase on the base salary as of April 30, 2023.

b. Phase Two:

- i. A second adjustment of 2%, which includes the normal salary conversation currently in place for May 1, 2023 (1%) plus an additional 1%, which will be included on top of the Phase One adjustment, referenced above Regular merit adjustment will apply through the normal performance review processes.
 - ii. a one-time lump sum payment of \$1,250.00 to each faculty member.
4. Faculty members who are on a leave but in receipt of pay from the University are eligible for a pay adjustment, subject to applicable deductions, in the July 2023 pay cycle, immediately below.

Faculty members who are not actively at work and not in receipt of pay from the University for reasons such as, but not limited to: Long-Term Disability status, unpaid leave of absences, *Employment Standards Act*, 2000 leaves (i.e. compassionate care, bereavement leave, pregnancy leave, parental leave) are eligible for a pay adjustment, subject to applicable deductions, at the time of their return to work, when their pay cycle resumes in the normal course.

5. The University will apply these pay adjustments, subject to applicable deductions, referenced in paragraphs 2 and 3, above, in the July 2023 pay cycle.
6. As per Article 10.04 of the Memorandum of Agreement, this Addendum to the Memorandum of Salary Settlement becomes part of the Memorandum of Agreement.