

Memorandum of Understanding

Between

Renison University College (RUC)

and

Renison Association of Academic Staff (RAAS)

This Memorandum of Understanding (MOU) outlines the revised terms and conditions between RUC and RAAS regarding the one-year extension of the 2023-26 Collective Agreement and the salary increase for the 2026-27 fiscal year.

Background:

RUC and RAAS have agreed to a one-year extension of the 2023-26 Collective Agreement. All terms and conditions in the agreement will be extended to April 30, 2027, except for the following two considerations:

1. Salary Increase as of May 1, 2026

Effective May 1, 2026, Members' base salaries shall be increased by 2.6% prior to the application of the Progression Through the Ranks (PTR) increase. This is a one-time salary increase applicable to the 2026-27 fiscal year. Members shall continue to be eligible for an annual PTR increase (Article 34.5.d) fixed at the rate effective May 1, 2025 (\$4383.10), and subject to the relevant adjustments as articulated in Article 34.5.e. It is further agreed that, for the 2026-27 fiscal year only, the value of the PTR amount shall remain fixed at the rate effective May 1, 2025. This one-year arrangement is without prejudice and without precedent for future negotiations.


2. Retroactive Payments

The parties agree that there shall be no retroactive compensation adjustments under this Memorandum of Understanding for the period May 1, 2026, to April 30, 2027.

Duration:

This MOU may be modified only by mutual agreement of RUC and RAAS. This MOU shall become effective upon signature by the authorized officials from RUC and RAAS and will remain in effect until its expiration date on April 30, 2027, or until modified or terminated by mutual agreement.

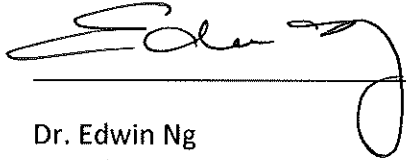
Signatures



The Rev. Dr. Marc Jerry
President & Vice-Chancellor
Renison University College

APRIL 29, 2026

Date



Dr. Edwin Ng
President
Renison Association of Academic Staff

April 29/26

Date