

## Memorandum of Agreement

Between

Ontario Tech University (the "University")

And

The University of Ontario Institute of Technology Faculty Association (the "Association")

Together

"The Parties"

Whereas the Parties entered discussions regarding salary increases pursuant to Letter of Understanding #9 re Bill 124;

And whereas during those discussions the Parties also engaged in discussions with respect to a possible renewal of the 2021-2024 Collective Agreement for a period of one year with additional salary increases;

The Parties hereby agree to the following terms regarding salary increases pursuant to LOU#9 and respecting the renewal of the Collective Agreement:

1. Effective July 1, 2023, all Faculty Members in the bargaining unit represented by the Association will receive an Across the Board (ATB) Increase of 3%, which will replace the previously negotiated increase of 1%.
2. Any compensation matters driven by ATB increases will also be adjusted by 3% on July 1, 2023, which will replace the previously negotiated increase of 1%. These include:
  - a) Salary floors as per Appendix A;
  - b) CDI ceilings as per Appendix A; and
  - c) Any other matters as may be identified and agreed to by the Parties.
3. Effective July 1, 2023, the stipend rate as per Article 25.07 will be adjusted to \$7900, which will replace the previously negotiated rate of \$7725.
4. Effective July 1, 2023, the overload rate as per Article 25.08 will be adjusted to \$8900, which will replace the previously negotiated rate of \$8655.
5. The parties agree to enter into a renewal Collective Agreement for the period from July 1, 2024 to June 30, 2025.

6. The terms and conditions of the renewal Collective Agreement shall be the same as the terms of the 2021-2024 Collective Agreement with the following exceptions:
  - a) Article 31.01 – Term – shall be amended to provide that the terms of the renewal Collective Agreement shall continue in force and effect until June 30, 2025;
  - b) Effective July 1, 2024, all Faculty Members in the bargaining unit represented by the Association will receive a further Across the Board (ATB) Increase of 3%;
  - c) Any compensation matters driven by ATB increases will also be adjusted by 3% on July 1, 2024. These include:
    - i) Salary floors as per Appendix A;
    - ii) CDI ceilings as per Appendix A;
    - iii) Any other matters as may be identified and agreed to by the Parties.
  - d) Effective July 1, 2024, the stipend rate as per Article 25.07 will be adjusted to \$7900.
  - e) Effective July 1, 2024, the overload rate as per Article 25.08 will be adjusted to \$8900.
7. This Memorandum of Agreement is subject to ratification by the Parties. The Parties will hold and communicate the results of the ratification vote within 5 working days of entering into this Memorandum of Agreement. Either Party may request up to an additional 5 working days to hold a ratification vote if necessary. If the Memorandum of Agreement is not ratified by the Parties it will be null and void.
8. This agreement is without prejudice or precedent to any remedy that may be awarded by the courts respecting the challenge to the constitutionality of Bill 124 and/or any appeal outcomes. Either party may request a review of the award of the courts, and its impact affecting the current Collective Agreement, by Arbitrator William Kaplan.
9. Arbitrator William Kaplan remains seized for any dispute over the implementation or interpretation of this Memorandum of Agreement.

Signed this 10<sup>th</sup> day of July, 2023 at the city of Oshawa.

For the Association:



For the University:

