

## MEMORANDUM OF AGREEMENT

**THIS MEMORANDUM OF AGREEMENT** is made this 17<sup>th</sup> day of April, 2020 between the **UNIVERSITY OF PRINCE EDWARD ISLAND BOARD OF GOVERNORS** (the “Employer”) and the **UNIVERSITY OF PRINCE EDWARD ISLAND FACULTY ASSOCIATION** (the “Association”).

1. The parties agree that the collective agreement between the Employer and the Association (Bargaining Unit #1) executed on 16 March 2017, which is scheduled to expire on 30 June 2020 (the “Agreement”), is amended as follows.

(a) Article F5.1 of the Agreement is amended as follows.

The Agreement shall be effective for the period July 1, 2016 to June 30, 2022 and shall remain in effect thereafter until a new agreement is signed, or the right to strike or lockout is exercised, whichever first occurs.

(b) Article G1.2 of the Agreement is amended by the addition of the following:

e) Notwithstanding Article G1.2 d), Sessional Instructors shall be remunerated for the period July 1, 2020 to June 30, 2022 in accordance with Appendix C to this Memorandum.

(c) Appendix A of the Agreement is amended by the addition of Appendix A to this Memorandum.

(d) Appendix B of the Agreement is amended by the addition of Appendix B to this Memorandum.

(e) Appendix C of the Agreement is amended by the addition of Appendix C to this Memorandum.

(f) Appendix D of the Agreement is amended by the addition of Appendix D to this Memorandum.

(g) In all other respects, the parties confirm all terms and conditions of the Agreement, as amended by this Memorandum.

2. The parties agree that the collective agreement between the Employer and the Association (Bargaining Unit #2) executed on 16 March 2017, which is scheduled to expire on 30 April 2020 (the “Agreement”), is amended as follows.

(a) Article F5.1 of the Agreement is amended as follows.

The Agreement shall be effective for the period May 1, 2016 to April 30, 2022 and shall remain in effect thereafter until a new agreement is signed, or the right to strike or lockout is exercised, whichever first occurs.

- (b) Appendix A of the Agreement is amended by the addition of Appendix E to this Memorandum.
- (c) In all other respects, the parties confirm all terms and conditions of the Agreement, as amended by this Memorandum.

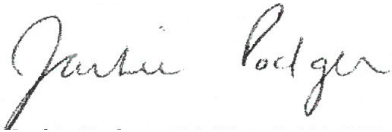
DATED this 17th day of April, 2020.

THE EMPLOYER



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Dr. Alaa Abd-El-Aziz  
President & Vice-Chancellor



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Jackie Podger  
Vice-President, Administration & Finance

THE ASSOCIATION



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Dr. Sharon Myers  
UPEIFA President



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Dr. Doug Dahn  
UPEIFA Executive Committee Member

## APPENDIX A - Schedule of Faculty Salaries

Salary Scale Minima: July 1, 2020

| <b>Step</b> | <b>Lecturer</b> | <b>Assistant Professor</b> | <b>Associate Professor</b> | <b>Professor</b> |
|-------------|-----------------|----------------------------|----------------------------|------------------|
| 1           | 66,539          | 77,280                     | 95,364                     | 120,016          |
| 2           | 70,102          | 80,843                     | 98,927                     | 123,579          |
| 3           | 73,664          | 84,406                     | 102,490                    | 127,142          |
| 4           | 77,227          | 87,969                     | 106,052                    | 130,705          |
| 5           | 80,790          | 91,532                     | 109,615                    | 134,268          |
| 6           |                 | 95,095                     | 113,178                    | 137,831          |
| 7           |                 | 98,657                     | 116,741                    | 141,393          |
| 8           |                 | 102,220                    | 120,304                    | 144,956          |
| 9           |                 | 105,783                    | 123,867                    | 148,519          |
| 10          |                 |                            | 127,430                    | 152,082          |
| 11          |                 |                            | 130,992                    | 155,645          |
| 12          |                 |                            | 133,665                    | 159,208          |
| 13          |                 |                            | 135,447                    | 161,880          |
| 14          |                 |                            | 137,229                    |                  |
| 15          |                 |                            | 139,011                    |                  |

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Salary Scale Minima: July 1, 2021

| <b>Step</b> | <b>Lecturer</b> | <b>Assistant Professor</b> | <b>Associate Professor</b> | <b>Professor</b> |
|-------------|-----------------|----------------------------|----------------------------|------------------|
| 1           | 67,869          | 78,826                     | 97,271                     | 122,417          |
| 2           | 71,504          | 82,460                     | 100,905                    | 126,051          |
| 3           | 75,138          | 86,094                     | 104,539                    | 129,685          |
| 4           | 78,772          | 89,728                     | 108,174                    | 133,319          |
| 5           | 82,406          | 93,362                     | 111,808                    | 136,953          |
| 6           |                 | 96,996                     | 115,442                    | 140,587          |
| 7           |                 | 100,631                    | 119,076                    | 144,221          |
| 8           |                 | 104,265                    | 122,710                    | 147,855          |
| 9           |                 | 107,899                    | 126,344                    | 151,490          |
| 10          |                 |                            | 129,978                    | 155,124          |
| 11          |                 |                            | 133,612                    | 158,758          |
| 12          |                 |                            | 136,338                    | 162,392          |
| 13          |                 |                            | 138,156                    | 165,118          |
| 14          |                 |                            | 139,973                    |                  |
| 15          |                 |                            | 141,791                    |                  |

## APPENDIX B - Schedule of Librarian Salaries

Salary Scale Minima: July 1, 2020

| <b>Step</b> | <b>Librarian 1</b> | <b>Librarian 2</b> | <b>Librarian 3</b> | <b>Librarian 4</b> |
|-------------|--------------------|--------------------|--------------------|--------------------|
| 1           | 62,377             | 69,228             | 86,673             | 107,443            |
| 2           | 65,910             | 72,762             | 90,207             | 110,976            |
| 3           | 69,444             | 76,295             | 93,740             | 114,509            |
| 4           | 72,977             | 79,828             | 97,273             | 118,043            |
| 5           | 76,510             | 83,362             | 100,807            | 121,576            |
| 6           |                    | 86,895             | 104,340            | 125,109            |
| 7           |                    | 90,428             | 107,873            | 128,642            |
| 8           |                    | 93,961             | 111,406            | 132,176            |
| 9           |                    | 97,495             | 114,940            | 135,709            |
| 10          |                    |                    | 118,473            | 139,242            |

## APPENDIX B - Schedule of Librarian Salaries

Salary Scale Minima: July 1, 2021

| <b>Step</b> | <b>Librarian 1</b> | <b>Librarian 2</b> | <b>Librarian 3</b> | <b>Librarian 4</b> |
|-------------|--------------------|--------------------|--------------------|--------------------|
| 1           | 63,625             | 70,613             | 88,407             | 109,592            |
| 2           | 67,229             | 74,217             | 92,011             | 113,196            |
| 3           | 70,833             | 77,821             | 95,615             | 116,799            |
| 4           | 74,436             | 81,425             | 99,219             | 120,403            |
| 5           | 78,040             | 85,029             | 102,823            | 124,007            |
| 6           |                    | 88,633             | 106,427            | 127,611            |
| 7           |                    | 92,237             | 110,031            | 131,215            |
| 8           |                    | 95,841             | 113,635            | 134,819            |
| 9           |                    | 99,445             | 117,239            | 138,423            |
| 10          |                    |                    | 120,842            | 142,027            |

**APPENDIX C - Schedule of Sessional Instructor Stipends**

Sessional Instructors shall be paid a stipend for each course (3 contact hours) as follows:

|                              | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> |
|------------------------------|---------------|---------------|---------------|
| July 1, 2020 – June 30, 2021 | 6,295         | 6,450         | 6,604         |
| July 1, 2021 – June 30, 2022 | 6,421         | 6,579         | 6,736         |

An increment to Step 2 is earned upon completion of teaching eight (8) courses (24 contact hours) at the University. Having attained Step 2 status and after teaching a total of twenty-four (24) additional contact hours, Sessional Instructors shall advance to Step 3.

A maximum of four (4) courses (12 contact hours) taught prior to July 1, 2010 shall count towards determining the Step for a Sessional Instructor. All courses taught once a Sessional Instructor has achieved Step Two status shall count towards determining their advancement from Step Two to Step Three.

Sessional Instructors teaching a three (3) contact hour course for which there is a laboratory, where the laboratory meets for at least ten (10) weeks per term and the Member is present and teaching, shall receive 1.25% of the Assistant Professor floor in addition to the stipend.

**APPENDIX D - Schedule of Clinical Nurse Instructor Hourly Rate of Pay**

|                              | <b>Step 1</b> | <b>Step 2</b> |
|------------------------------|---------------|---------------|
| July 1, 2020 – June 30, 2021 | 43.21         | 45.19         |
| July 1, 2021 – June 30, 2022 | 44.07         | 46.10         |

An increment shall be earned upon completion of each 1,957 hours worked, exclusive of overtime. Hours worked from the date of employment at UPEI as a Clinical Nursing Instructor shall count towards the 1,957 hours needed for the increment.



**APPENDIX E**

**SALARY SCALE**

**CLINICAL VETERINARY PROFESSIONAL GROUP**

| <b>Step</b> | <b>May 1, 2020</b> | <b>May 1, 2021</b> |
|-------------|--------------------|--------------------|
| 1           | 80588              | 82200              |
| 2           | 83432              | 85101              |
| 3           | 86277              | 88003              |
| 4           | 89122              | 90905              |
| 5           | 91966              | 93806              |
| 6           | 94811              | 96708              |
| 7           | 97655              | 99609              |
| 8           | 100631             | 102644             |
| 9           | 103623             | 105696             |
| 10          | 106615             | 108748             |
| 11          | 109608             | 111801             |
| 12          | 112599             | 114851             |
| 13          | 115592             | 117904             |