

MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT is made this 30 day of September, 2020 between the **UNIVERSITY OF PRINCE EDWARD ISLAND BOARD OF GOVERNORS** (the "Employer") and **CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 1870** (the "Union").

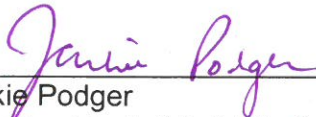
1. The parties agree that the collective agreement between the Employer and the Union executed on 16 March 2017, which is scheduled to expire on 30 April 2020 (the "Agreement"), is amended as follows.
 - (a) Article 37.02 of the Agreement is amended as follows:

37.02 Both parties agree that either party may upon written notice as per this Article, give to the other party, notice of their intent, to re-open the Agreement by **April 30th, 2022**. The party requesting the re-opener shall specify in its request the Articles it wants to negotiate. The recipient of the notice shall also be given the opportunity to specify any Articles it may want to re-open and shall enter into negotiations within twenty (20) working days of receipt of such notice.
 - (b) Appendix A of the Agreement will be amended to include a 2% wage increase effective May 1, 2020 and a 2% wage increase effective May 1, 2021. These changes are reflected in the attached Appendix A to this Memorandum.
 - (c) In all other respects, the parties confirm all terms and conditions of the Agreement, as amended by this Memorandum.

THE EMPLOYER



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



Jackie Podger
Vice-President, Administration & Finance

THE UNION



Tracy Carmichael
CUPE Local 1870 President



Barry Connell
CUPE Local 1870 Vice-President, MTS

APPENDIX A

**CUPE 1870
SALARY SCHEDULE – Effective May 1, 2020**

Level	Annual - 33.75 hours/week		Annual - 37.5 hours/week		Hourly Rate	
	Step 1	Step 2	Step 1		Step 1	Step 2
1	\$ 28,628	\$ 30,831	\$ 31,809	\$ 34,256	\$ 16.25	\$ 17.50
2	\$ 32,170	\$ 35,358	\$ 35,744	\$ 39,287	\$ 18.26	\$ 20.07
3	\$ 37,878	\$ 41,630	\$ 42,086	\$ 46,256	\$ 21.50	\$ 23.63
4	\$ 40,062	\$ 44,044	\$ 44,514	\$ 48,938	\$ 22.74	\$ 25.00
5	\$ 46,123	\$ 50,774	\$ 51,247	\$ 56,415	\$ 26.18	\$ 28.82
6	\$ 50,034	\$ 55,037	\$ 55,593	\$ 61,152	\$ 28.40	\$ 31.24
7	\$ 52,853	\$ 58,103	\$ 58,725	\$ 64,558	\$ 30.00	\$ 32.98
8	\$ 57,169	\$ 62,877	\$ 63,521	\$ 69,863	\$ 32.45	\$ 35.69
9	\$ 62,983	\$ 69,290	\$ 69,981	\$ 76,988	\$ 35.75	\$ 39.33
10	\$ 66,982	\$ 73,676	\$ 74,424	\$ 81,863	\$ 38.02	\$ 41.82
11	\$ 74,540	\$ 81,992	\$ 82,822	\$ 91,102	\$ 42.31	\$ 46.54

APPENDIX A

**CUPE 1870
SALARY SCHEDULE – Effective May 1, 2021**

Level	Annual - 33.75 hours/week		Annual - 37.5 hours/week		Hourly Rate	
	Step 1	Step 2	Step 1		Step 1	Step 2
1	\$ 29,210	\$ 31,447	\$ 32,455	\$ 34,941	\$ 16.58	\$ 17.85
2	\$ 32,821	\$ 36,063	\$ 36,468	\$ 40,070	\$ 18.63	\$ 20.47
3	\$ 38,635	\$ 42,458	\$ 42,928	\$ 47,176	\$ 21.93	\$ 24.10
4	\$ 40,855	\$ 44,925	\$ 45,394	\$ 49,916	\$ 23.19	\$ 25.50
5	\$ 47,039	\$ 51,795	\$ 52,265	\$ 57,551	\$ 26.70	\$ 29.40
6	\$ 51,038	\$ 56,129	\$ 56,709	\$ 62,366	\$ 28.97	\$ 31.86
7	\$ 53,910	\$ 59,265	\$ 59,900	\$ 65,850	\$ 30.60	\$ 33.64
8	\$ 58,314	\$ 64,128	\$ 64,793	\$ 71,253	\$ 33.10	\$ 36.40
9	\$ 64,251	\$ 70,681	\$ 71,390	\$ 78,535	\$ 36.47	\$ 40.12
10	\$ 68,321	\$ 75,156	\$ 75,912	\$ 83,507	\$ 38.78	\$ 42.66
11	\$ 76,037	\$ 83,630	\$ 84,486	\$ 92,923	\$ 43.16	\$ 47.47