

**MEMORANDUM OF UNDERSTANDING**

- Between -

**THE BOARD OF GOVERNORS ON BEHALF OF TRENT UNIVERSITY**  
(hereinafter referred to as "the University")

- And -

**THE TRENT UNIVERSITY FACULTY ASSOCIATION**  
(hereinafter referred to as "the Association")

**WHEREAS** the Association and the University ("the parties") have agreed to a process to establish and maintain salary parity in a Memorandum of Settlement signed on June 11, 2014;

**AND WHEREAS** the Memorandum of Settlement signed on June 11, 2014, established the process for adjusting salaries for 2014-2015 to maintain parity;

**AND WHEREAS** as of July 7, 2014 information was missing for 6 institutions of those listed under Schedule A 2.1, so the parties agreed to substitute 2.16% as the estimated increase for each of those six as per Schedule A 2.5.

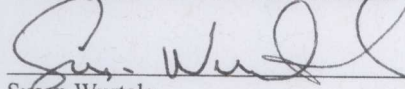
**AND WHEREAS** the parties have reviewed the statistical analysis and agree on the results of the parity calculations;

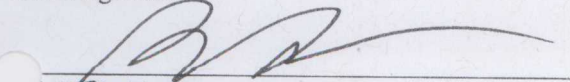
**THEREFORE**, the parties now confirm that the salary adjustment for 2014-2015 shall be as follows:

1. The Disparity Correction percentage for 2013-2014 is 0%.
2. The Parity Maintenance percentage for 2014-2015 is 2.5% (see Table 2 attached).
3. The salaries of all members of the bargaining unit shall be increased by 2.5%, effective 23:59 Hours on June 30, 2014; the increases shall be paid in July, 2014; and the salary scales in Schedule A of the Collective Agreement shall be amended accordingly.

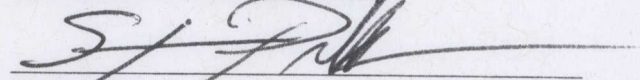
Dated at the City of Peterborough this 07 day of July, 2014.


**On behalf of the Association**

  
\_\_\_\_\_  
Susan Wurtele  
Chief Negotiator

  
\_\_\_\_\_  
Mark Wallschlaeger  
Salaries and Benefits Officer

**On behalf of the University**

  
\_\_\_\_\_  
Steven Pillar  
Vice-President (Finance and Administration)

  
\_\_\_\_\_  
Stephanie Williams  
Associate Vice President, Human Resources