

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 2015-2016 to maintain parity;

AND WHEREAS as of July 7, 2015, information was missing for 4 of the institutions listed under Schedule A.2.1, the parties agreed to exclude those institutions from the calculation of the 2015/16 Parity Maintenance percentage;

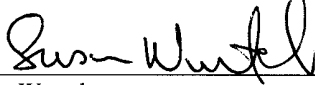
AND WHEREAS the parties have reviewed the statistical analysis and agree on the results of the parity calculations;

THEREFORE, the parties now confirm that the salary adjustment for 2015-2016 shall be as follows:


1. The Disparity Correction percentage for 2014-2015 is 0%.
2. The Parity Maintenance percentage for 2015-2016 is 1.71% (see Table 2 attached).
3. The salaries of all members of the bargaining unit shall be increased by 1.71%, effective 23:59 Hours on June 30, 2015; the increases shall be paid in July, 2015; and the salary scales in Schedule A of the Collective Agreement shall be amended accordingly.

Dated at the City of Peterborough this 8th day of July, 2015.

On behalf of the Association




Susan Wurtele
Chief Negotiator

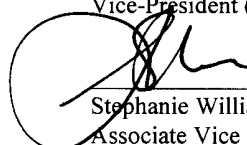


Dirk Wallschlaeger
Vice-President

On behalf of the University



Steven Pillar
Vice-President (Finance and Administration)



Stephanie Williams
Associate Vice President, Human Resources