

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 October 23, 2009;

AND WHEREAS the Memorandum of Settlement signed on October 23, 2009, established the process for adjusting salaries for 2011-2012 to maintain parity;

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 2011-2012 shall be as follows:

1. The Disparity Correction percentage for 2011-2012 is -2.15% (see Table 1 attached).
2. The Parity Maintenance percentage for 2011-2012 is 1.75% (see Table 2 attached).
3. The salaries of all members of the bargaining unit shall be increased by 0%, effective 23:59 Hours on June 30, 2011; the increases shall be paid in July, 2011; and the salary scales in Schedule A of the Collective Agreement shall be amended accordingly.

Dated at the City of Peterborough this 20 day of July, 2011.

On behalf of the Association

David Newhouse

David Newhouse
President

Bruce Cater

Bruce Cater

On behalf of the University

Don O'Leary

Don O'Leary
Vice-President (Administration)

Stephanie Williams

Stephanie Williams
Associate Vice President, Human Resources