

**MEMORANDUM OF AGREEMENT NO. 1
IMPLEMENTATION OF NEW AGREEMENT
July 1, 2017 to June 30, 2022**

The 2017-2022 Collective Agreement is without prejudice to the rights under the award by Anne Wallace for Grievance #2018-02.

Effective July 1, 2017

- The USFA is entitled to one observer on the Spousal Appointment Task force.

Effective July 1, 2019

Compensation:

- 1.25% adjustment to salary scales
- 1.25% adjustment to Career Development Increases
- 1.25% adjustment for all active employees
- \$3,000 on base salary for all active employees

Changes to Merit System effective July 1, 2019 (2018/19 review year):

- Reduce the merit system from 610 to 300 special increases (equivalent to 300 CDI's) per year
- Reduce maximum value of special increases per employee to 2 times the value of a CDI in each year
- Departments may award ½ or 1 times the value of a CDI to any employee
- Colleges may award ½, 1, 1½, or 2 times the value of a CDI to any employee, up to the overall maximum of 2
- PRC may award (with or without awards by the department or college) ½, 1, 1½, or 2 times the value of a CDI to any employee recommended by the college, up to the overall maximum of 2

Effective first day of the month following the date of ratification:

Benefits:

- Short Term Disability
 - Extend the short term disability period from 90 calendar days to 112 calendar days
- Long Term Disability
 - Extend the elimination period from 90 calendar days to 112 calendar days
 - Extend the disability payments to the end of the month in which death occurs
- Extended Health Care
 - Increase annual maximum coverage for Psychologists from \$500 to \$2,000
 - Increase eye exam coverage from \$100 to \$150 every two years
- Increase covered moving expenses from \$6,000 to \$10,000 for any property or personal effects that are moved.

Effective July 1, 2020

Compensation:

- 1.95% adjustment to salary scales
- 1.95% adjustment to Career Development Increases
- 1.95% adjustment for all active employees

Effective July 1, 2021

Compensation:

- 1.95% adjustment to salary scales
- 1.95% adjustment to Career Development Increases
- 1.95% adjustment for all active employees

Allison Muri _____
Signing for the Association

Cheryl Carver _____
Signing for the Employer

Doug Chivers _____
Signing for the Association

Jim Basinger _____
Signing for the Employer