

**MEMORANDUM OF AGREEMENT FOR THE
EXTENSION OF THE 2010-13 COLLECTIVE AGREEMENT BETWEEN
THE UNIVERSITY OF SASKATCHEWAN AND
THE UNIVERSITY OF SASKATCHEWAN FACULTY ASSOCIATION**

The parties hereby agree that the 2010-13 Collective Agreement is extended to June 30, 2014, except as modified below:

1. That effective July 1, 2013 there will be a salary increase of 1.00% for all bargaining unit members;
2. That effective July 1, 2013 Article 18.3 will be amended such that the 2012-13 values of floors, ceilings, and career development increases of all ranks will increase by 1.00%;
3. That effective July 1, 2013 all academic and librarian ranks will include an overlap ceiling above the CDI ceiling equal in value to one CDI for that rank;
4. That effective July 1, 2013, CDIs will be awarded up to the maximum value of the overlap ceiling for each rank. For points 1-4, please see attached Schedule of Salaries.
5. That the sum of money available for the award of Special Increases in 2013-14 shall be reduced from 630 to 610 and distributed in the same proportions as stipulated in Article 18.2.4.2, and that the Memorandum of Agreement regarding Special Increases (copy attached) is extended for the duration of this one year agreement.
6. That the Negotiating Teams of the parties will enter into negotiations immediately regarding retirement initiatives including Article 13.2.3 (Reduced Appointment Plan);
7. That the Negotiating Teams of the parties will enter into negotiations immediately regarding processes described in Article 29 (Layoff and Severance) with the exception of Article 29.7 (Notification) and Article 29.8 (Severance Benefits);
8. The parties have agreed that effective upon signing of this Memorandum of Agreement, Appendix B shall be revised and the following shall be removed and named as the Panel of Arbitrator Chairs required by Article 30.5.7.1:

Remove: I. Christie
E.N. Hughes

Add: Lyle Kanee
Stanley Lanyon Q.C.
Colin Taylor Q.C.
David McPhillips

9. That on or before May 15, 2013, the parties will enter into negotiations for a new collective agreement that will come into force on July 1, 2014. The parties agree to meet at least 3 times per month unless mutually agreed upon otherwise.

Jim Cheoman
Eric Newfeld
Angela P. Chiu

Signing for the Association

[Handwritten signatures]

Signing for the University

Dated: Feb 22/2013

February 22, 2013

18.3 Schedule of Salaries.

July 1, 2013 - June 30, 2014

	Floor	CDI Value	Number of CDIs for Rank	CDI Ceiling	Overlap Ceiling	With Special Increases
Professor	\$121,871	\$2,919	7	\$142,303	-	Unlimited
Associate Prof.	\$104,357	\$2,919	6	\$121,871	\$124,790	Unlimited
Assistant Prof.	\$ 86,844	\$2,919	6	\$104,357	\$107,276	Unlimited

July 1, 2013 - June 30, 2014

	Floor	CDI Value	Number of CDIs for Rank	CDI Ceiling	With Special Increases
Lecturer	\$ 69,031	\$2,919	10	\$98,220	Unlimited
Instructor	\$ 56,055	\$2,162	10	\$77,679	Unlimited

July 1, 2013 - June 30, 2014

	Floor	CDI Value	Number of CDIs for Rank	CDI Ceiling	Overlap Ceiling	With Special Increases
Librarian IV	\$105,853	\$2,919	7	\$126,285	-	Unlimited
Librarian III	\$ 89,988	\$2,644	6	\$105,853	\$108,497	Unlimited
Librarian II	\$ 75,565	\$2,404	6	\$ 89,988	\$ 92,392	Unlimited
Librarian I	\$ 61,142	\$2,404	6	\$ 75,565	\$ 77,969	Unlimited

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