

MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT is made this 17th day of April, 2020 between the **UNIVERSITY OF PRINCE EDWARD ISLAND BOARD OF GOVERNORS** (the “Employer”) and the **UNIVERSITY OF PRINCE EDWARD ISLAND FACULTY ASSOCIATION** (the “Association”).

1. The parties agree that the collective agreement between the Employer and the Association (Bargaining Unit #1) executed on 16 March 2017, which is scheduled to expire on 30 June 2020 (the “Agreement”), is amended as follows.

(a) Article F5.1 of the Agreement is amended as follows.

The Agreement shall be effective for the period July 1, 2016 to June 30, 2022 and shall remain in effect thereafter until a new agreement is signed, or the right to strike or lockout is exercised, whichever first occurs.

(b) Article G1.2 of the Agreement is amended by the addition of the following:

e) Notwithstanding Article G1.2 d), Sessional Instructors shall be remunerated for the period July 1, 2020 to June 30, 2022 in accordance with Appendix C to this Memorandum.

(c) Appendix A of the Agreement is amended by the addition of Appendix A to this Memorandum.

(d) Appendix B of the Agreement is amended by the addition of Appendix B to this Memorandum.

(e) Appendix C of the Agreement is amended by the addition of Appendix C to this Memorandum.

(f) Appendix D of the Agreement is amended by the addition of Appendix D to this Memorandum.

(g) In all other respects, the parties confirm all terms and conditions of the Agreement, as amended by this Memorandum.

2. The parties agree that the collective agreement between the Employer and the Association (Bargaining Unit #2) executed on 16 March 2017, which is scheduled to expire on 30 April 2020 (the “Agreement”), is amended as follows.

(a) Article F5.1 of the Agreement is amended as follows.

The Agreement shall be effective for the period May 1, 2016 to April 30, 2022 and shall remain in effect thereafter until a new agreement is signed, or the right to strike or lockout is exercised, whichever first occurs.

- (b) Appendix A of the Agreement is amended by the addition of Appendix E to this Memorandum.
- (c) In all other respects, the parties confirm all terms and conditions of the Agreement, as amended by this Memorandum.

DATED this 17th day of April, 2020.

THE EMPLOYER



Dr. Alaa Abd-El-Aziz
President & Vice-Chancellor



Jackie Podger
Vice-President, Administration & Finance

THE ASSOCIATION



Dr. Sharon Myers
UPEIFA President



Dr. Doug Dahn
UPEIFA Executive Committee Member

APPENDIX A - Schedule of Faculty Salaries

Salary Scale Minima: July 1, 2020

Step	Lecturer	Assistant Professor	Associate Professor	Professor
1	66,539	77,280	95,364	120,016
2	70,102	80,843	98,927	123,579
3	73,664	84,406	102,490	127,142
4	77,227	87,969	106,052	130,705
5	80,790	91,532	109,615	134,268
6		95,095	113,178	137,831
7		98,657	116,741	141,393
8		102,220	120,304	144,956
9		105,783	123,867	148,519
10			127,430	152,082
11			130,992	155,645
12			133,665	159,208
13			135,447	161,880
14			137,229	
15			139,011	

APPENDIX A - Schedule of Faculty Salaries

Salary Scale Minima: July 1, 2021

Step	Lecturer	Assistant Professor	Associate Professor	Professor
1	67,869	78,826	97,271	122,417
2	71,504	82,460	100,905	126,051
3	75,138	86,094	104,539	129,685
4	78,772	89,728	108,174	133,319
5	82,406	93,362	111,808	136,953
6		96,996	115,442	140,587
7		100,631	119,076	144,221
8		104,265	122,710	147,855
9		107,899	126,344	151,490
10			129,978	155,124
11			133,612	158,758
12			136,338	162,392
13			138,156	165,118
14			139,973	
15			141,791	

APPENDIX B - Schedule of Librarian Salaries

Salary Scale Minima: July 1, 2020

Step	Librarian 1	Librarian 2	Librarian 3	Librarian 4
1	62,377	69,228	86,673	107,443
2	65,910	72,762	90,207	110,976
3	69,444	76,295	93,740	114,509
4	72,977	79,828	97,273	118,043
5	76,510	83,362	100,807	121,576
6		86,895	104,340	125,109
7		90,428	107,873	128,642
8		93,961	111,406	132,176
9		97,495	114,940	135,709
10			118,473	139,242

APPENDIX B - Schedule of Librarian Salaries

Salary Scale Minima: July 1, 2021

Step	Librarian 1	Librarian 2	Librarian 3	Librarian 4
1	63,625	70,613	88,407	109,592
2	67,229	74,217	92,011	113,196
3	70,833	77,821	95,615	116,799
4	74,436	81,425	99,219	120,403
5	78,040	85,029	102,823	124,007
6		88,633	106,427	127,611
7		92,237	110,031	131,215
8		95,841	113,635	134,819
9		99,445	117,239	138,423
10			120,842	142,027

APPENDIX C - Schedule of Sessional Instructor Stipends

Sessional Instructors shall be paid a stipend for each course (3 contact hours) as follows:

	Step 1	Step 2	Step 3
July 1, 2020 – June 30, 2021	6,295	6,450	6,604
July 1, 2021 – June 30, 2022	6,421	6,579	6,736

An increment to Step 2 is earned upon completion of teaching eight (8) courses (24 contact hours) at the University. Having attained Step 2 status and after teaching a total of twenty-four (24) additional contact hours, Sessional Instructors shall advance to Step 3.

A maximum of four (4) courses (12 contact hours) taught prior to July 1, 2010 shall count towards determining the Step for a Sessional Instructor. All courses taught once a Sessional Instructor has achieved Step Two status shall count towards determining their advancement from Step Two to Step Three.

Sessional Instructors teaching a three (3) contact hour course for which there is a laboratory, where the laboratory meets for at least ten (10) weeks per term and the Member is present and teaching, shall receive 1.25% of the Assistant Professor floor in addition to the stipend.

APPENDIX D - Schedule of Clinical Nurse Instructor Hourly Rate of Pay

	Step 1	Step 2
July 1, 2020 – June 30, 2021	43.21	45.19
July 1, 2021 – June 30, 2022	44.07	46.10

An increment shall be earned upon completion of each 1,957 hours worked, exclusive of overtime. Hours worked from the date of employment at UPEI as a Clinical Nursing Instructor shall count towards the 1,957 hours needed for the increment.

APPENDIX E

SALARY SCALE

CLINICAL VETERINARY PROFESSIONAL GROUP

Step	May 1, 2020	May 1, 2021
1	80588	82200
2	83432	85101
3	86277	88003
4	89122	90905
5	91966	93806
6	94811	96708
7	97655	99609
8	100631	102644
9	103623	105696
10	106615	108748
11	109608	111801
12	112599	114851
13	115592	117904