

Ratification Date: November 16, 2005

KEY ELEMENTS OF SETTLEMENT – UNIT 1

Length of Agreement:

- A 3-year contract expiring August 31, 2008

Salary:

- **9.27%** (compounded) increase over the 3-year contract allocated as follows:
 - 3% increase in the first year (Full TA'ship = \$11,601)
 - 3% increase in the second year (Full TA'ship = \$11,949)
 - 3% increase in the third year (Full TA'ship = \$12,307)

Graduate Financial Assistance – 2005-2008

- Domestic Students \$590 per term or \$1770 per year
- International Students \$715 per term or \$2145 per year

Benefits

- The obligatory 4-month waiting period for benefits has been eliminated
- The minimum eligibility threshold of .5 TAship appointment has been eliminated
- Effective January 1, 2006 the existing eye ware and eye exam benefit will be increased to \$300 per person every two years.

Enhanced Maternity Leave

- Maternity Leave Entitlement has been increased to 17/35 from 12/35

Enhanced Caregiver Leave

- Caregiver Leave has been increased to 8/35 from 4/35

Minimum Guarantee

- Cycle shifted from Summer-Fall-Winter to Fall-Winter-Summer to allow for greater predictability in summer funding
- Minimum Guarantee Funding increased as follows: \$4490 in 2005-2006; \$4625 in 2006-2007; and \$4764 in 2007-2008
- Provisions to address the transiting to the new cycle

Ph.D. Completion Fund (currently \$65,000)

- Increased to \$75,000 in 2005-2006; \$85,000 in 2006-2007 and 95,000 in 2007-2008

Ways & Means Fund (Currently \$35,000 spread across all 3 units)

- Year 1 – Increased to \$36,050
- Year 2 – Increased to \$37,130
- Year 3 – Increased to \$38,245

Childcare Subsidies (Currently \$23,000 spread across all 3 units)

- Increased to \$34,500

Evaluations

- The requirement to conduct a second formal evaluation in the event of a negative first formal evaluation has been eliminated
- Both the informal and formal evaluator must be agreeable to both parties

Letter of Intent #6

- This letter of intent ensures that employees who register full time and pay fees will not have their income eroded as a result of unanticipated tuition fee increases

Workload Form

- The parties have agreed to a standardized workload form