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 T Aship 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