

MEMORANDUM OF AGREEMENT

BETWEEN

FIRST NATIONS UNIVERSITY OF CANADA (FNUniv)

AND

**UNIVERSITY OF REGINA FACULTY ASSOCIATION (URFA) Representing the First Nations University of
Canada Academic Staff Members**

The parties agree to the following amendments to the First Nations University of Canada and the University of Regina Faculty Association Representing the Academic Staff Members, 2005-2008 Collective Agreement.

ARTICLE 31 – DURATION AND CONTINUANCE OF THE AGREEMENT

- 31.1 This Collective Agreement shall be binding and remain in effective from July 1, 2008 until June 30, 2012.
- 31.2 This Agreement shall continue in force beyond the date noted above, including during any period of negotiations until a new collective agreement is ratified, except for the "no strike, no lockout" clause.
- 31.5 All changes related to monetary compensation shall be made retroactive to January 1, 2009.

APPENDIX B – SALARY

January 1, 2009

	Floor		Increments		Ceiling
Professor	90,944	10	x 2,795		118,894
Associate Professor	71,747	10	x 2,605		97,797
Assistant Professor	58,865	9	x 2,422		80,663
Lecturer	46,687	9	x 1,668		61,699
Librarian IV	73,825	8	x 2,605		94,665
Librarian III	63,792	8	x 2,325		82,392
Librarian II	53,228	7	x 2,045		67,543
Librarian I	46,687	7	x 1,668		58,363

January 1, 2010

	Floor		Increments		Ceiling
Professor	95,264	10	x 2,928		124,544
Associate Professor	75,155	10	x 2,729		102,445
Assistant Professor	61,661	9	x 2,537		84,494
Lecturer	48,905	9	x 1,747		64,628
Librarian IV	77,332	8	x 2,729		99,164
Librarian III	66,822	8	x 2,435		86,302
Librarian II	55,756	7	x 2,142		70,750
Librarian I	48,905	7	x 1,747		61,134

January 1, 2011

	Floor		Increments		Ceiling
Professor	99,551	10	x 3,060		130,151
Associate Professor	78,537	10	x 2,852		107,057
Assistant Professor	64,436	9	x 2,651		88,295
Lecturer	51,106	9	x 1,826		67,540
Librarian IV	80,812	8	x 2,852		103,628
Librarian III	69,829	8	x 2,545		90,189
Librarian II	58,265	7	x 2,238		73,931
Librarian I	51,106	7	x 1,826		63,888

January 1, 2012

	Floor		Increments		Ceiling
Professor	103,035	10	x 3,167		134,705
Associate Professor	81,286	10	x 2,952		110,806
Assistant Professor	66,691	9	x 2,744		91,387
Lecturer	52,895	9	x 1,890		69,905
Librarian IV	83,640	8	x 2,952		107,256
Librarian III	72,273	8	x 2,634		93,345
Librarian II	60,304	7	x 2,316		76,516
Librarian I	52,895	7	x 1,890		66,125

4. Salary Ranges:

The salary schedules, floors, increments and ceilings have been increased as follows:

January 1, 2009 Increase salary scales for all academic staff members by 4.75%.

January 1, 2010 Increase salary scales for all academic staff members by 4.75%.

January 1, 2011 Increase salary scales for all academic staff members by 4.5%.

January 1, 2012 Increase salary scales for all academic staff members by 3.5%.

5. Adjustments to Individual Salaries

January 1, 2009 Individual salaries will be increased by 4.75%.

January 1, 2010 Individual salaries will be increased by 4.75%.

January 1, 2011 Individual salaries will be increased by 4.5%.

January 1, 2012 Individual salaries will be increased by 3.5%.

Adjustments to individual salaries will not exceed the ceiling. Salaries shall be increased retroactive to these dates if the contract has not been signed before they pass.

IN WITNESS THEREOF that the parties have caused these presents to be executed:

First Nations University of Canada, represented by:

B. Pratt

Witness as to the signatures of behalf of the
First Nations University of Canada

Della Iyul

Chair of the Board

July 27th, 2012

Date

J. Wells
President (Acting)

University of Regina Faculty Association, represented by:

R. R. F.

Witness as to the signatures of behalf of the
University of Regina Faculty Association

D. Patterson
Acting Chair

July 26, 2012

Date

E. Kathleen Segal
Negotiating Committee Member