

MEMORANDUM OF AGREEMENT

BETWEEN

FIRST NATIONS UNIVERSITY OF CANADA (FNUUniv)

AND

UNIVERSITY OF REGINA FACULTY ASSOCIATION (URFA) Representing the Administrative, Professional and Technical Employees

The parties agree to the following amendments to the First Nations University of Canada and the University of Regina Faculty Association Representing the Administrative, Professional and Technical Employees, 2006-2010 Collective Agreement.

Article 36 – DURATION AND CONTINUANCE OF THE AGREEMENT

- 36.1 This Collective Agreement shall be binding and remain in effective from April 1, 2010 until March 31, 2014.
- 36.2 This Agreement shall, however, continue in force beyond the date noted above, including during any period of negotiation, until a new collective agreement is ratified, except that the “no strike, no lockout” clause is not in effect after March 31, 2014.
- 36.5 All changes related to monetary compensation shall be made retroactive to April 1, 2010. APT members whose employment ended on or after January 1, 2011 shall be eligible for retroactive pay.

APPENDIX A

April 1, 2010

Pay Grade	Minimum	Increments	Maximum
1	37,031	11 x	50,865
2	39,724	11 x	54,602
3	42,621	11 x	58,621
4	47,735	11 x	62,902
5	49,083	11 x	67,562
6	52,682	11 x	72,564
7	56,552	11 x	77,893
8	60,709	11 x	83,687
9	65,179	11 x	89,841
10	69,988	11 x	96,523

Programmer Analyst

I	45,735	8 x	62,920
II	54,614	8 x	75,218
III	65,179	8 x	89,863

April 1, 2011

Pay Grade	Minimum	Increments		Maximum
1	37,957	11 x	1,289	52,136
2	40,717	11 x	1,386	55,963
3	43,687	11 x	1,491	60,088
4	46,878	11 x	1,600	64,478
5	50,310	11 x	1,722	69,252
6	53,999	11 x	1,853	74,382
7	57,966	11 x	1,989	79,845
8	62,227	11 x	2,141	85,778
9	66,808	11 x	2,298	92,086
10	71,738	11 x	2,473	98,941

Programmer Analyst

I	46,878	8 x	2,202	64,494
II	55,979	8 x	2,640	77,099
III	66,808	8 x	3,163	92,112

April 1, 2012

Pay Grade	Minimum	Increments		Maximum
1	38,906	11 x	1,321	53,437
2	41,735	11 x	1,421	57,366
3	44,779	11 x	1,528	61,587
4	48,050	11 x	1,640	66,090
5	51,568	11 x	1,765	70,983
6	55,349	11 x	1,899	76,238
7	59,415	11 x	2,039	81,844
8	63,783	11 x	2,195	87,928
9	68,478	11 x	2,355	94,383
10	73,531	11 x	2,535	101,416

Programmer Analyst

I	48,050	8 x	2,257	66,106
II	57,378	8 x	2,706	79,026
III	68,478	8 x	3,242	94,414

April 1, 2013

Pay Grade	Minimum	Increments		Maximum
1	40,268	11 x	1,367	55,305
2	43,196	11 x	1,471	59,377
3	46,346	11 x	1,581	63,737
4	49,732	11 x	1,697	68,399
5	53,373	11 x	1,827	73,470
6	57,286	11 x	1,965	78,901
7	61,495	11 x	2,110	84,705
8	66,015	11 x	2,272	91,007
9	70,875	11 x	2,437	97,682
10	76,105	11 x	2,624	104,969

Programmer Analyst				
I	49,732	8 x	2,336	68,420
II	59,386	8 x	2,801	81,794
III	70,875	8 x	3,355	97,715

2. Adjustments to Salary Scales


- April 1, 2010 Increase scales by 2% plus \$1,100. Increments adjusted accordingly.
- April 1, 2011 Increase scales by 2.5%
- April 1, 2012 Increase scales by 2.5%
- April 1, 2013 Increase scales by 3.5%

3. Adjustments to Individual Salaries

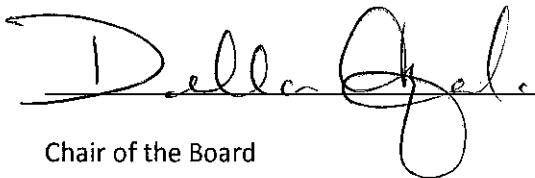
- April 1, 2010 Salaries will be increased by 2% plus \$1,100. Range minimums and maximums apply.
- April 1, 2011 Salaries will be increased by 2.5%. Range minimums and maximums apply.
- April 1, 2012 Salaries will be increased by 2.5%. Range minimums and maximums apply.
- April 1, 2013 Salaries will be increased by 3.5%. Range minimums and maximums apply.

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

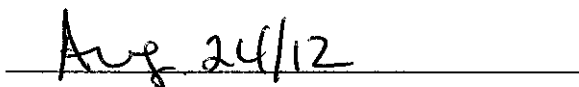
First Nations University of Canada, represented by:



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



Chair of the Board

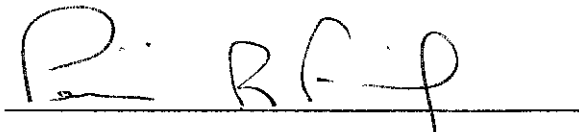


Date

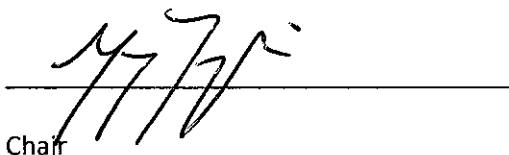


President

University of Regina Faculty Association, represented by:



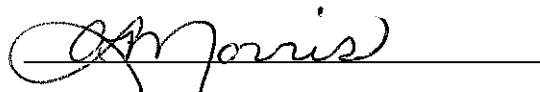
Witness as to the signatures of behalf of the
University of Regina Faculty Association



Chair



Date



Negotiating Committee Member