

In the matter of Collective Bargaining Negotiations BETWEEN:

UNIVERSITY OF SUDBURY

(the "Employer")

And

LUFA

(the "Union")

The parties agree to unanimously recommend the following terms of settlement:

1. The Employer and the Union herein agree to the terms of this Memorandum as constituting full settlement of all matters in dispute respecting the renewal of the Collective Agreement.
2. The undersigned representatives of the Employer and the Union do hereby agree to recommend complete acceptance of the terms of this Memorandum to their respective principals.
3. The Employer and the Union agree that the said Collective Agreement shall include the terms of the previous Collective Agreement which expires on June 30, 2021, except as noted below:

Section A.01 SALARY shall read:

Effective 1 July 2021 and provided the resulting rate does not exceed the ceiling as set out

- (a) a scale increase of 1.0% of the member's regular salary.
- (b) members who are eligible under Article 20.01 shall receive a progress-within-the-rank increment of \$2,850

Effective 1 July 2022 and provided the resulting rate does not exceed the ceiling as set out

- (a) scale increase of 1.0% of the member's regular salary.
- (b) members who are eligible under Article 20.01 shall receive a progress-within-the-rank increment of \$2,850

There shall be no catch-up fund payment for either year beginning July 1, 2021 or July 1, 2022.

Section A.03 SESSIONAL RATES

Sessional base rates will increase by 1.0% on July 1, 2021.

Sessional base rates will increase by 1.0% on July 1, 2022.

Section A.04 DISTANCE EDUCATION

Base rates will increase by 1.0% on July 1, 2021.

Base rates will increase by 1.0% on July 1, 2022.

4. The agreement that the term of the Collective agreement shall be from 1 July 2021 to 30 June 2023.


5. The parties agree that this Memorandum addresses all outstanding bargaining issues between the parties.

Signed this 22 day of December, 2020, in the City of Greater Sudbury.

For the Union



Réal Fillion (Dec 21, 2020 15:16 EST)



Linda St Pierre (Dec 21, 2020 15:10 EST)

For the Employer



Fr. John Meelhan, S.J.
President, U. of Sudbury
Dec 23, 2020 14:09 EST