

MEMORANDUM OF AGREEMENT

Between

DALHOUSIE UNIVERSITY BOARD OF GOVERNORS

(hereinafter referred to as “the Employer”)

And

CANADIAN UNION OF PUBLIC EMPLOYEES AND ITS LOCAL 3912

(hereinafter referred to as the “Union”)

(hereinafter referred to as “the Parties”)

The Parties agree to the terms of this Memorandum of Agreement and that this Memorandum of Agreement constitutes full and final settlement of all matters arising from the notice to bargain.

Any other outstanding proposals by both Parties are withdrawn, and would revert to the existing language in the current Collective Agreement.

The Parties agree to present this Memorandum of Agreement for ratification and to recommend complete acceptance of all terms of this Memorandum of Agreement to their respective principals.

The Parties agree that the term of the Collective Agreement, shall be from September 1st, 2020 to August 31st, 2024, and include the attached amendments.

The Parties agree that the renewed Collective Agreement shall include all the terms of the previous Collective Agreement which expired on August 31st, 2020, except as modified by this Memorandum of Agreement.

A wage increase will be applied to the existing APPENDIX “B” for each year of the Collective Agreement with retroactivity pursuant to the attached final monetary agreement between the Parties.

RETROACTIVITY

Any retroactivity owing will be paid out to all present and past employees within four (4) months of the Union ratification of this Memorandum of Agreement.

All wage increases and adjustments provided for in this Agreement shall be retroactive to the effective date of such increase or adjustment. All items will be effective and retroactive to September 1st, 2020 unless otherwise specified in the Memorandum of Agreement.

Retroactivity will be based upon all hours paid.

Retroactive pay and adjustments will be itemized separately on the Employee’s electronic pay stub. The Employer will supply the Employee with a detailed explanation of the retroactive pay calculations upon request. Retroactivity will be paid in respect of all remuneration to all eligible Employees on the payroll

as of the expiry date of the previous Agreement (August 31st, 2020) and to all new Employees hired since that date.

In the event an eligible Employee shall have terminated his/her employment since August 31st, 2020, the Employer shall advise the Employee within sixty (60) days of the ratification of this agreement, by notice in writing via email to the last known email address on the records of the Employer. The Employee shall have sixty (60) days from receiving the notice with which to claim any payment due to them. Retroactivity will be paid within two (2) months of the Employee making such claim.

SIGNED at Halifax, Nova Scotia this 9th, day of November, 2022.

FOR THE EMPLOYER

FOR THE UNION



