

Memorandum of Agreement

Between

University of Ontario Institute of Technology

("the Employer")

And

UOIT Faculty Association

("the Faculty Association")

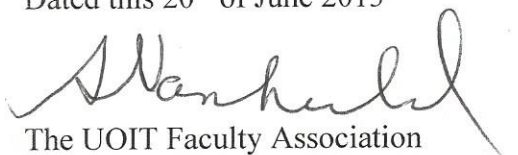
(together "the parties")

The Faculty Association and the Employer agree that the Employer will implement for the employees in the UOIT Teaching Faculty bargaining unit a 1.9% across the board salary increase and a 2.1% allocation for the merit pool for the year July 1, 2013 - June 30, 2014.

For clarity, the merit pool is a fixed amount calculated as 2.1% of the current aggregate base salaries of all employees in the bargaining unit. This amount is \$68,800 for the 2012-2013 compensation year. It will be distributed on the same basis as prior years as set out in Item 13 of the Teaching Faculty Framework.

This agreement is without prejudice to the collective bargaining process that is currently underway for a first Collective Agreement for UOIT Teaching Faculty, and without prejudice to any position that either party may take in that collective bargaining process. This agreement does not replace the bargaining that will take place concerning compensation with the Faculty Association for a first Collective Agreement for UOIT Teaching Faculty.

Dated this 20th of June 2013


The UOIT Faculty Association


The Employer