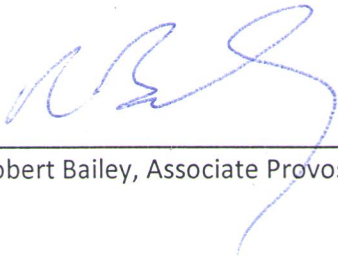


MEMORANDUM OF AGREEMENT  
BETWEEN  
THE UNIVERSITY OF ONTARIO INSTITUTE OF TECHNOLOGY (UOIT)  
AND  
THE UNIVERSITY OF ONTARIO INSTITUTE OF TECHNOLOGY FACULTY ASSOCIATION (UOIT FA)  
(together "the Parties")

The Parties agree that, commencing June 23 2016, they will deem there to be a change in the last sentence of Articles 28.04 b) and 28.05 d) of the Tenured and Tenure Track Faculty Collective Agreement that expires on June 30, 2018, that will read as follows:

"The University will continue to make both required and supplemental pension contributions to the pension plan during parental, adoption or maternity leave. The Faculty Member may elect to continue to make his/her contributions to the plan, but is not required to do so. The employee must have indicated what amount of the supplemental contribution pension contributions he/she wishes to direct to the UOIT Defined Contribution Pension Plan or Health Care Expense Account during the annual election process."

Signed this 23<sup>rd</sup> day of June 2016 at the City of Oshawa.



Robert Bailey, Associate Provost



Mikael Eklund, President UOIT FA