

MEMORANDUM OF AGREEMENT

BETWEEN

THE ACADIA UNIVERSITY FACULTY ASSOCIATION

AND

GOVERNORS OF ACADIA UNIVERSITY

The parties hereto agree that the Fifth Collective Agreement for the period July 1, 1984 to June 30, 1985 shall, mutatis mutandis, be identical in wording to the Fourth Collective Agreement between the parties with the following changes:

1. Article 10.40(c)(ii) is altered by deleting the punctuation mark after the word "twelve" in the last line of the second paragraph and adding the following words:

"except that if the Board requests an increase over twelve and the University Appointments Committee approves ^{University} such increase then the number twelve can be increased to a maximum of fifteen." 10.43

2. Article 21.00 is altered by deleting the heading and substituting therefor the following:

Salaries for the period 1 July 1984 to 30 June 1985

3. Article 21.00 is further altered by deleting Articles 21.10 to 21.17 inclusive and substituting therefor the following:

21.10 For the period 1 July 1984 to 30 June 1985 all Employees in the employ of the Board prior to 30 June 1984 and who continue in the employ of Board on 1 July 1984 shall receive an annual salary according to the following formula:

$$\begin{aligned} \text{New Salary} &= \text{Old Salary} + (\text{Percent} \times \text{Old Salary}) \\ &+ \frac{(\text{Atlantic mean salary of rank} - \text{Old Salary})}{X} \\ &+ \frac{(\text{Atlantic mean salary of age group} - \text{Old Salary})}{X} \end{aligned}$$

21.11 In the formula in Article 21.10 the following shall be determined within a period commencing with 1 April 1984 and ending 30 April 1984:

As in 83-84

- (a) Atlantic mean salary of rank;
- (b) Atlantic mean salary of age group;
- (c) the Percent; and
- (d) "X";

however, the total percent increase for salaries, not including promotions, shall be 6 of the agreed data base of 30 June 1984/1 July 1984 as stipulated in Article 21.10.

21.12 Notwithstanding the calculations above, no Employee shall receive an increase less than 4% (Old Salary), nor greater than 11% (Old Salary), *except in the case of promotion.*

4. Article 21.18 is altered by adding immediately following the words and figures under the heading "1 July 1983 to 30 June 1984" the following words and figures:

<u>1 July 1984 to 30 June 1985</u>	
Lecturer	\$21,900.
Assistant Professor	25,900.
Associate Professor	31,600.
Professor	38,200.

5. Article 21.30 is altered by adding immediately before the last paragraph thereof the following words and figures:

1984 Summer and 1985 Spring Sessions \$4,500.

6. Article 21.31 is altered by adding at the end thereof the following figures:

1984/85 \$4,500.

7. Article 21.32 is altered by adding at the end thereof the following figures:

1984/85 \$250.

8. Article 21.33 is altered by adding at the end thereof the following figures:

1984/85 \$4,500.

9. Article 25.50 is altered by adding at the end thereof the following figures:

1984/85 \$73,300.

10. It is further agreed that this Fifth Collective Agreement may be amended by a memorandum of agreement signed by the parties hereto.

From Time to Time
209

Dated at Wolfville, Nova Scotia this 28th day of February, 1983.

ON BEHALF OF:
The Acadia University Faculty
Association

Governors of Acadia
University

