

MEMORANDUM OF AGREEMENT
OF ALL OUTSTANDING ISSUES RELATED TO THE RENEWAL OF THE
COLLECTIVE AGREEMENT

BETWEEN

RYERSON POLYTECHNIC UNIVERSITY

and

RYERSON FACULTY ASSOCIATION

1. The undersigned representatives unanimously hereby agree to recommend to their respective principals for ratification the terms of settlement of all matters related to the renewal of the Collective Agreement between the Board of Governors of Ryerson Polytechnic University and the Ryerson Faculty Association.
2. The 1994/96 Collective Agreement shall continue in full force and effect except as amended herein. The renewed Collective Agreement shall be governed by the terms of this Memorandum of Agreement as follows:
 - a. The Agreement shall expire on the 30th day of June 1998 and shall be effective from the date of receipt of written notice of ratification by the Ryerson Faculty Association, and is contingent upon ratification by the Board. In the event of conciliation and/or arbitration the Agreement shall continue in force until a new Agreement is reached.
 - b. Salaries shall be paid to all employees actively employed on the date of receipt of written notice of ratification by the Ryerson Faculty Association according to the provisions outlined immediately below:
 - i. The University will increase the salary of eligible RFA members by one increment effective September 1, 1996, with full retroactivity from September 1, 1996 to be paid, subject to the following criteria:
 - (1) All Mode I's
 - (a) will move to the next step on the Professor scale
 - (i) it is understood that for faculty on steps 9, 11, or 13

- the next step is 11, 13, or 15 respectively
- (ii) note that all 1991-92 Social Contract GPI's will have been paid on Sept 14, 1997, and these are in addition to this Memorandum of Agreement.
- (2) All Librarians and Counsellors hired on or before September 1, 1995, and not at cap of their scale
 - (3) All Mode II's hired on or before September 1, 1995, and not at cap of their scale
 - (4) All LTF's hired on or before September 1, 1995, and not at cap of their scale
- ii. The University will increase the salary of eligible RFA members by a second increment effective September 1, 1997 subject to the following criteria:
- (1) All Mode I's
 - (a) will move to the next step on the Professor scale
 - (i) it is understood that for faculty on steps 9, 11, or 13 the next step is 11, 13, or 15 respectively
 - (2) All Librarians and Counsellors hired on or before September 1, 1996, and not at cap of their scale
 - (3) All Mode II's hired on or before September 1, 1996, and not at cap of their scale
 - (4) All LTF's hired on or before September 1, 1996, and not at cap of their scale
- c. The parties agree that no pension contributions by either Ryerson or individual members of the RFA will be remitted to the pension plan with respect to the retroactive payments set out above. Salary increases paid above in paragraph 2 (b) shall be included in calculating pension entitlements pursuant to the provisions of the Ryerson Retirement Pension Plan.
- d. Any increases to employees' benefits, specifically Group Life, Supplementary Group Life and Long-Term Disability as a result of increases to salaries as set out above shall not be retroactive and shall only be effective on the 1st day of the month following ratification for those employees actively at work. Those employees currently on Long-Term Disability shall not have their salaries or benefits adjusted retroactively, and will be subject to Appendix B of the Collective Agreement.
- e. Memorandum of Understanding - 1; Teachers' Pension Plan shall be renewed up to June 30, 1998.
- f. Memorandum of Understanding - 2; Academic Assistants shall be renewed to June



30, 1998 except that clause C. of the Memorandum of Understanding - 2 shall not apply. The University agrees to provide the RFA with the costs of Academic Assistants for the 1996 1997 academic year.

- g. Memorandum of Understanding - 3; Joint Committee on Scheduling shall be extended.
- h. Memorandum of Understanding - 4; Substitute for Last Paid Leave shall be renewed until June 30, 1998 and no further CPI adjustments will be made during the term of this Agreement.
- i. Memorandum of Understanding - 5; Joint Committee on Workload Implementation Problems shall be deleted.
- j. Memorandum of Understanding -6; Continuing Provisions :
 - A. Article 4.4 G. 1. Through 8,(Staffing) shall be deleted from the Collective Agreement
 - B. Article 4.13 (Staffing) until August 31, 1998 shall continue
 - C. Appendices A through G extended until June 30, 1998.
 - D. Appendix H. (Early Retirement Incentive Program): Until August 31, 1998 shall continue.
 - E. Memoranda of Understanding 1 (Teachers' Pension Plan) and 2 (Academic Assistants) shall be extended and amended as per items (e) and (f) above.
 - F. Memorandum of Understanding 6 extended to June 30, 1998 as per 2.h above.
- k. Memorandum of Understanding - 7; Midwifery Education Program shall be extended to June 30, 1998. The Memorandum of Agreement signed on July 8, 1997 shall be appended to the Agreement as Memorandum 7 (a).
- l. Memorandum of Understanding - 8; Internal Cross Appointments for Faculty Members shall be extended until June 30, 1998.
- m. Memorandum of Understanding - 9; Joint Committees Professional Librarians and Professional Counsellors shall be extended until June 30, 1998, subject to paragraph 4 (a).
- n. Memorandum of Understanding - 10; Responsibilities of Academic Administrators shall be extended.
- o. Memorandum of Understanding - 11; Spousal Benefits for Retirees shall be extended.



- p. Memorandum of Understanding - 12; shall be extended.
 - q. Appendices I and J to be continued.
3. The RFA will withdraw the grievance dated October 2, 1996, respecting step increments for salaries for Mode I.
 4.
 - a. Other than the step and good performance increments described in paragraph 2 (b), there will be no additional across the board increases, step, or good performance increments paid or retroactive prior to July 1, 1998, including as a result of any appeal or arbitration.
 - b. The good performance increment appeal dated November 13, 1996, will be held in abeyance without prejudice to the position of either party. The matter will be addressed in the bargaining contemplated by paragraph 7. If the issue is not resolved in bargaining prior to conciliation, the Association may proceed to arbitration with the appeal.
 - c. The good performance increment process will be suspended without prejudice to the position of either party pending the outcome of the bargaining, and if necessary, arbitration, process outlined in 4 (b). No remedy will be sought by the Association which will result in the payment of salary increments which will be paid or retroactive prior to July 1, 1998.
 5. The parties agree that there shall be no requirement for members of the Ryerson Faculty Association to take unpaid leave days during the 1997/98 academic year.
 6. The parties agree that the partial pension contribution holiday as outlined in the resolution of the Ryerson Pension Committee and dated April 18, 1997 shall continue as approved.
 7. The parties agree that they shall enter into good faith bargaining at the earliest possible date after ratification of this Memorandum of Agreement for the purposes of negotiating a renewed Collective Agreement commencing July 1, 1998.
 8. Within the context of 7. above, the parties agree that they will work together to analyse the needs of the University and develop a workload that meets the changing vision of the University.
 9. The parties agree that they shall work together to develop an enhanced early retirement package for members of the Ryerson Faculty Association.
 10. The parties agree that they will make every effort to complete the proceedings for ratification of this Memorandum of Agreement as expeditiously as possible to permit full implementation on the November 14, 1997 payroll.

11. The parties agree that all other issues and proposals tabled at the current round of negotiations are withdrawn.

Dated at Toronto, this Day of September, 1997.

For the University:

Michael Dewson
Don R. Meade

For the Ryerson Faculty Association:

J. H. Spry (President)
Mr. [unclear] (Vice President)
C.T. Hellen (Appeals)
[unclear] (Negotiating)

