

MEMORANDUM
BETWEEN
SIMON FRASER UNIVERSITY
AND
THE POLY PARTY ("The Union"),

The Parties agree to the following as a preliminary settlement to Collective Bargaining:

As a result of extraordinary circumstances, the Parties have agreed to expedite the collective bargaining process. For this date only, Contractual negotiations will focus exclusively on general wage increases.

The Parties agree to intend hold productive consultation on non-monetary matters during the life of the collective agreement.

The job evaluation process currently underway may continue during the life of the collective agreement.

This proposal is conditional upon the Board of Governors' finalization of the Board's Collective Agreement Ratification process.

Monetary Proposal:

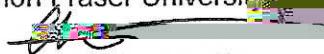
1) Term of Agreement: 3 year agreement, April 1, 2019 to March 31, 2022

2) General Wage Increases of 0% over the first year of the term:

April 1, 2019	2.0%
April 1, 2020	2.0%
April 1, 2021	2.0%

3) An additional 0.25% shall be applied to addresse existing economic challenges, to help the hard to recruit trades and to support targeted training to incentivize younger trade's personnel. This model supports a more efficient response to growth, modernization and innovation.

Simon Fraser University



The Poly Party



Date

~~March 12, 2012~~

Date

~~March 16, 2012~~