

MEMORANDUM OF AGREEMENT

BETWEEN

SIMON FRASER UNIVERSITY (the University)

AND

THE TEACHING SUPPORT STAFF UNION (the Union)

1. The Parties agree to the following as a comprehensive settlement to collective bargaining and the arbitration process initiated by the Union on 10, 2019. This proposal is conditional upon the approval by the Human Resources Committee of the Board of Governors and the UBCU's ratification process.
2. As a result of extraordinary circumstances the Parties have agreed to expedite the conclusion of the collective bargaining process currently underway for this contract.
3. The Parties agree that they will remain engaged in good faith negotiations and to participate in the process.
4. The Parties agree to withdraw any notices of intent to strike.
5. The Parties agree to continue to work productively on all outstanding issues as of March 20, 2020, during the life of the collective agreement.
6. Monetary Provisions:
  - a. Term of Agreement: 3-year agreement, May 1, 2019 to April 30, 2022
  - b. General Wage Increases of 6.0% over the term of the agreement as follows:
 

May 1, 2019	2.0%
May 1, 2020	2.0%
May 1, 2021	2.0%
  - c. An additional 0.25% of total payroll shall be applied to Teaching Assistants, Tutor/Markers, and Sessional Instructors to align with the University's Student Experience Initiative that will provide comprehensive training in order to enhance the student experience. Training will include a focus on student engagement and student interaction.

For the Union

Date

For the University

Date