

# MEMORANDUM OF AGREEMENT

BETWEEN

THE UNIVERSITY OF NEW BRUNSWICK ("UNB")

AND

THE ASSOCIATION OF UNIVERSITY OF NEW BRUNSWICK TEACHERS  
("AUNBT"),  
FULL-TIME GROUP

The Parties agree that a tentative agreement was reached on April 9, 2020 to extend the current Full-Time Group 1 collective agreement (the "Collective Agreement") that has a term of July 1, 2016 to June 30, 2020 by one (1) year. The term of the new Collective Agreement will therefore begin July 1, 2020 and end June 30, 2021. Except for economic adjustments under Article 36B.07, all terms of the current Collective Agreement are extended and remain in force, *mutatis mutandis*. The economic adjustments under Article 36B.07 will be extended as follows:

36B.07 Economic Adjustment (EA):

The two (2) Parties have negotiated collective agreements since 1982 that have contained salary and salary scale adjustments related to the Consumer Price Index (CPI). The Parties have also been tracking the results of these adjustments by comparing the average salaries at UNB (as reported to Statistics Canada) to a comparable group of Canadian Universities.

The Parties agree that it is desirable to maintain a competitive position on the national market in order to attract and retain quality faculty in the academic staffing of the University programs. The Canadian comprehensive national universities agreed to be comparable, and the means of keeping the group current are contained in the Comparable Group of Canadian Universities Memorandum of Understanding.

The following economic adjustments shall apply:

- (a) on July 1, 2020 an increase of 0.9%
- (b) on January 1, 2021 an increase of 0.9%

Both parties agree to present the tentative memorandum of agreement for ratification in a timely manner.



For UNB



For AUNBT

April 21, 2020

Date