

**MEMORANDUM OF AGREEMENT
BETWEEN
SIMON FRASER UNIVERSITY (the University)
AND
THE TEACHING SUPPORT STAFF UNION (the Union)**

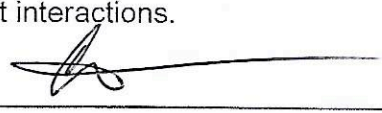
1. The Parties agree to the following as a comprehensive settlement to Collective Bargaining around the employee groups covered by the June 13, 2019 TSSU certification. This proposal is conditional upon the approval by the Human Resources Committee of the Board of Governors and the TSSU's ratification 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 mandate only.
3. The Parties agree that any non-monetary item that is signed off to date, will be agreed to and become part of the new 3 year collective agreement, (2019-2022).
4. The Parties agree that, except otherwise agreed, all memorandums and letters are renewed, and all estoppel notices withdrawn.
5. The Parties agree to meet and hold productive consultation on other Union proposals outstanding as of March 20, 2020, during the life of the collective agreement.
6. Monetary Proposal:
 - a. Term of Agreement: 3 year agreement, May 1, 2019 to April 30, 2022
 - b. General Wage Increases of 6.0% over three years 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 student focused, specialized, and comprehensive training in order to improve the student experience. Training will include a focus on innovation and enhancing student interactions.



For the Union

Date



For the University

MARCH 25/20

Date

**MEMORANDUM OF AGREEMENT
BETWEEN
Simon Fraser University (The University)
AND
The Teaching Support Staff Union (The Union)**

1. As a result of the extraordinary circumstances of 2020, the Parties agreed to expedite the conclusion of the collective bargaining process, with the agreement that the Parties would meet and hold productive consultation on outstanding Union proposals.
2. Following consultation on the allocation of the 2% GWI negotiated and agreed in the MOA dated March 15, 2020, the Parties agree to the following as a comprehensive settlement of the monetary negotiations, assigning the negotiated 2%GWI per year (2019-2022 Collective Agreement):
 - a. May 1, 2019 – April 30, 2020:
 - i. 2% GWI (retroactive payment, paid after signing of MOA March 25, 2020);
 - b. May 1, 2020 – April 30, 2021:
 - i. \$120,000 increase to the TSSU Childcare Fund in addition to the negotiated \$55,800 (paid September 2020);
 - ii. 1.5% GWI (all employees except Graduate Facilitators);
 - iii. 2% GWI Graduate Facilitators (paid retroactively from September 1, 2020).
 - c. 1 May 2021 – 30 April 2022:
 - i. Benefit improvements as shown at Appendix A;
 - ii. ELC/ITP pay grid adjustment as shown at Appendix B;
 - iii. TSSU Childcare Fund allocation of \$39,200; and
 - iv. 0.5% GWI (all employees except Graduate Facilitators);
 - v. 2% GWI Graduate Facilitators.
3. As a result of this agreement, Article 28 TSSU Member Child Care Fund, section 1.a is amended as follows:

The University will allocate \$215,000 to the TSSU Childcare Fund each academic year for the duration of the 2019-2022 TSSU Collective Agreement and thereafter to be distributed to eligible employees for the purposes of offsetting the costs of child care. Funds not distributed shall be carried forward into the next academic year.

Signed:



For SFU

Date: April 13, 2021



For TSSU

Date: April 12, 2021

Appendix A

TSSU Benefit Improvements from May 1, 2021

	Item	Premiums
Extended Health	Remove visit fee for all practitioners	75% ER
	Increase psychologist to \$1,000 and add counsellor	75% ER
	Hearing aids same as APSA	75% ER
	Vision: \$300/24 months	75% ER
	Add birth control	75% ER
	All items included	75% ER
Dental	Part A (80%) and Part B (60%), up to \$700 max	50% ER
Other Benefits	ELC/ITP - APSA sick leave plan (continuing employees only)	100% ER
	ELC/ITP - post-pandemic sick leave access at 12 days / year for temporary instructors.	100%ER
	ELC/ITP - APSA LTD (continuing employees only)	100% ER
	ELC/ITP - APSA Basic Life (continuing employees only)	100% ER
	ELC/ITP - APSA Pro-D Fund (\$700 per year) (continuing employees only, current fund to be maintained as previously agreed)	100% ER
	ELC/ITP - Tuition Waiver	100% ER

Appendix B

ELC/ITP Pay Grid Adjustment effective May 1, 2021

- Remove lowest step of ITP scale and lowest three steps of ELC scale.
- Add a step at the highest end of the ELC scale and ITP scale (of a similar gap to the previous step).
- Retain current step increase language (L Article 12.B)

ITP Scale:

1-May-21	(2020 rate - awaiting %GWI agreement)	
Step	Contact Rate	Step Inc Rate
1	\$66.06	
2	\$67.61	1.0453
3	\$70.67	1.0435
4	\$73.75	1.0416
5	\$76.82	1.0402
6	\$79.90	1.0382
7	\$82.96	1.0371
8	\$86.03	1.0357

ELC Scale:

1-May-21	(2020 rate - awaiting %GWI agreement)		
Step	Contact Rate	Actual Rate	Step Inc Rate
1	\$69.95	\$29.98	1.0277
2	\$71.89	\$30.82	1.0271
3	\$73.84	\$31.65	1.0264
4	\$75.79	\$32.48	1.0257
5	\$77.74	\$33.31	1.0247
6	\$79.66	\$34.13	1.0246
7	\$81.62	\$34.98	1.0244
8	\$83.61	\$35.83	1.0228
9	\$85.51	\$36.65	1.0224
10	\$87.43	\$37.47	1.0224
11	\$89.39	\$38.31	1.0217
12	\$91.33	\$39.14	1.0213
13	\$93.28	\$39.98	1.0213
14	\$95.27	\$40.83	