APPENDIX V – MOA RE RETURN TO ANNUAL PERFORMANCE REVIEW AND MERIT

MEMORANDUM OF AGREEMENT (MOA)

Between
QUEEN’S UNIVERSITY (“QUEEN’S”)

And
THE QUEEN’S UNIVERSITY FACULTY ASSOCIATION (“QUFA”)

RE: Return to Annual Performance Review and Merit

WHEREAS in the 2022 round of collective bargaining, the Parties have discussed and ultimately agreed to return to annual review of performance of Members identified at Article 28.1.1.(b), in order to assess their performance and determine a merit rating;

AND WHEREAS the biennial review of calendar years 2020 and 2021 has been completed;

AND WHEREAS the intent of the 2019-2022 Collective Agreement was to apply the biennial merit score to the merit-based salary adjustments for 2022 and 2023;

AND WHEREAS the Parties have also discussed and agreed to shift from a review period based on the calendar year, as per Article 28.2.1, to a review period defined by the Academic Year;

Now, therefore, the Parties agree that:

1. The biennial merit scores assessed Spring 2022 (i.e. review years 2020 and 2021) shall be averaged and applied to the merit-based salary adjustments effective July 1, 2022 and July 1, 2023.

2. To facilitate the transition to an Academic Year review period, Members will report on a one-time only period of eighteen months, January 1, 2022 through June 30, 2023, which shall be submitted to their Unit Head (or designate) no later than September 30, 2023. With reference to Article 42.2.2.9, University shall make available 10.9 to 11.35 points for the exceptional 18 month performance period. With reference to Article 42.5.3.6, the minimum number of academic merit points made available by the University will be nine (9), and the number “(1/2)” will be substituted for the number “(1/3)” in the second sentence of the current Article.

3. A single merit score shall be assessed based on the January 1, 2022 through June 30, 2023 report. This merit score will be applied to merit-based salary adjustments effective July 1, 2024.
4. The first Academic Year review as per Article 28.2.1 will be for the period July 1, 2023 through June 30, 2024 and shall apply to the merit-based salary adjustments effective July 1, 2025 subject to the terms and conditions of a renewed Collective Agreement after June 30, 2025.

Signed on behalf of Queen’s University this ___10___ day of ______February______, 2023.

ORIGINAL SIGNED BY:

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Dan McKeown

Signed on behalf of QUFA on this ___10__ day of ______February______, 2023.

ORIGINAL SIGNED BY:

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Leslie Jermyn

ORIGINAL SIGNED BY:

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Amy Kaufman