Memorandum of Agreement

between

Queen’s University Staff Association

and

Queen’s University

July 1, 2009 - June 30, 2010

This Agreement reflects the joint concern and commitment to fair and equitable compensation for Queen’s General Staff. The parties appreciate the effort and cooperative spirit on the part of everyone who contributed to the discussions and this Agreement.

During the period of this Agreement, the compensation program will be as follows:

1. Effective July 1, 2009:

   • All salaries in grades 2 to 9, except those which are at or above the range maxima, will be moved up to the next step within the grade;

   • A scale increase of 1.25% will be applied to the salary grid, and to all salaries in grades 2 to 9, except those which are above the range maxima.

   • A one-time payment will be made to each general staff employee in grades 2 to 9, who is at the range maxima or above the range maxima on June 30, 2009, and who is not eligible for a step increase. To be eligible for this one-time payment each employee must have been actively employed on July 1, 2009. The payment will be in the amount of $300.00 less statutory deductions and will be included in the November 30, 2009 pay;

2. Effective January 1, 2010:

   • Amendment to the Dental Plan. 100 % of the Premium for this benefit will be paid by the Employer.

Signed on behalf of Queen’s University

Lorna Baxter, Director, Employment and Employee Relations
Patti Evaristo, Manager, Employee Relations
Laurie Gee, Director, Compensation
Signed on behalf of the
Queen's University Staff Association

Spring Forsberg, President, QUSA
Davin Carlson, Chair, QUSA Salary and Benefits
Melissa Gunton, Secretary, QUSA