

The parties agree to amend:

ARTICLE 24- WAGES

Wages	Year 1	Year 2	Year 3
ATB	1.75%	2.00%	2.25%
OTO	\$200	\$200	

Year 1 pay increases shall be retroactive to July 1, 2011.

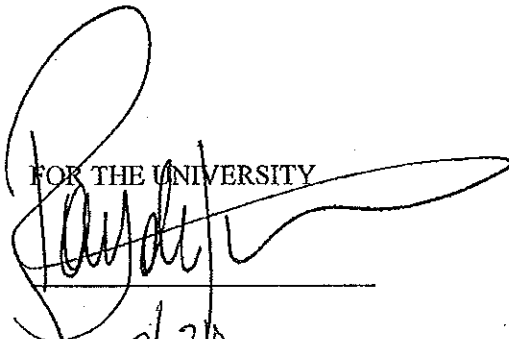
L.H. Tradesman, Tradesman, Locksmith, BESP, Handyman

Agree to review wages of above tradesperson following end of SESU. This review will be conducted jointly with the union.

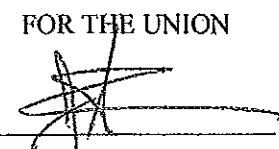
Inequities in different wage rates paid to part-time employees to be addressed and rectified.

All part-time employees (filling positions identified on the University's compensation information document of October 7, 2011) who worked hours between July 1, 2011 and the date of ratification of a new collective agreement, inclusive, shall be paid the appropriate wage rate of the appropriate job class in either the salaried wage grid of 01-Jul-10 or the hourly-paid wage grid of 01-Jul-10 for those hours, plus the Year 1 ATB, or the salary they earned at the time, whichever is greater.


FOR THE UNIVERSITY



FOR THE UNION



Valentino Jorio



DATE: October 14 2011