

Appendix K

LETTER OF UNDERSTANDING Re: Review of University's Salary Structure

BETWEEN:

**THE UNIVERSITY OF MANITOBA
(Hereinafter referred to as "the University")**

-and-

**THE UNIVERSITY OF MANITOBA FACULTY ASSOCIATION
(Hereinafter referred to as "UMFA")**

The University and UMFA agree as follows:

1. Within twenty-one (21) days of the 2020 Collective Agreement Re-opener (Appendix I) being ratified, each party will nominate three (3) representatives to a Joint Committee to study the structure of salaries for academic staff at the University of Manitoba. One representative from each party will serve as a Joint Chairperson.
2. The Joint Chairpersons will schedule and hold a first meeting of the committee within forty-five (45) days of the 2020 Re-opener being ratified.
3. The Committee will:
 - a. Complete a review of salary structures within post-secondary institutions in Canada with a focus on how institutions compensate librarians and those academic staff whose assigned duties include teaching and service (but not research) compared to faculty members in the professorial ranks (whose duties include teaching, research, and service).
 - b. Identify issues relevant to the consideration of compensation of academic staff performing various duties including, but not limited to, academic qualifications and preparation, expectations, and criteria and process for advancement.
 - c. Identify options regarding the University's salary structure for academic staff (and the rationale for each option) and consider the implications of each.
4. The Committee will establish the process by which it will decide on matters related to the work of the Committee.
5. The Committee shall present a final report in writing to the President of the University and the President of the Association no later than 30 June 2021. The final report shall

include a description of the methods and data used to address the issue as well as any conclusions and recommendations based on the Committee's work.

6. The final report will be discussed in collective bargaining, which is expected to take place in 2021.
7. This letter of understanding shall be attached to and form part of the Collective Agreement and shall remain in force for the duration of the Collective Agreement and the period in which s. 10(4) of the Labour Relations Act applies.
8. The terms of this letter of understanding are a term and condition of employment.

DATED at the City of Winnipeg
in the Province of Manitoba



University of Manitoba

this 8th day of DEC 2020



University of Manitoba Faculty Association