

SCHEDULE "A"

Matters Settled

Mandatory Retirement

On March 14, 2005, the parties entered an agreement to end the mandatory retirement of academic staff. This agreement includes provisions for unreduced early retirement as well as a three year phased retirement program which includes phased reduction to part-time appointments while continuing to earn pension benefits on the basis of full-time salary plus a significant retiring allowance. The University has also made a Statement of Commitment to Retired Faculty and Librarians.

Matters Not in Dispute

The following changes to salary and benefits are not in dispute.

- Effective July 1, 2005 the minimum salary for Librarian III and IV to be increased from \$48,600 to \$62,500 and from \$55,400 to \$75,700 respectively.
- Effective July 1, 2005 the salary ceiling for Librarian II (\$51,200) to be eliminated.
- Effective July 1, 2005 the minimum for Lecturers to be increased from \$52,100 to \$62,500.
- Effective July 1, 2005 the minimum per course stipend rate payable to part-time non-sessional appointments represented by UTFA and faculty members teaching on overload to be increased from \$10,338 to \$12,500.