

**LETTER OF UNDERSTANDING**

**Between**

**WILFRID LAURIER UNIVERSITY**

**and the**

**WILFRID LAURIER UNIVERSITY FACULTY ASSOCIATION**

**Re: Article 25 Compensation CAS Members, *Part-time Contract Academic Staff Collective Agreement (2013-2016)***

Whereas on July 1<sup>st</sup>, 2015 full-time faculty will receive a 0.5% salary increase to offset the July 1<sup>st</sup>, 2015 increase in pension contributions from 7.5% to 8% for earnings below the Year's Maximum Pensionable Earnings, and from 9% to 9.5% for earnings above the YMPE and on January 1<sup>st</sup>, 2016 they will receive a second 0.5% salary increase to offset the January 1<sup>st</sup>, 2016 increase in pension contributions from 9.5% to 10% for earnings above the YMPE; and

Whereas the parties agreed to apply the pension contribution increases to CAS members who are members of the WLU Pension Plan; and

Whereas, CAS Members are eligible but not required to join the WLU Pension Plan; and

Whereas CAS Members are compensated on a stipendiary basis which makes providing in-base offsets limited to CAS Pension Plan members difficult to administer and track;

The Parties agree that effective July 1<sup>st</sup>, 2015 there will be a 0.5% increase to the base rate for all CAS non-seniority and seniority rates, undergraduate and graduate rates, and Music hourly rates. This increase will also increase the vacation pay and the pay in lieu of benefits provided for in CAS stipends.



Max Blouw  
President

JUN 29 2015

Date



Michele Kramer, President, WLUFA

June 24, 2015  
Date