

MEMORANDUM OF SETTLEMENT

BETWEEN

THE UNIVERSITY OF WINNIPEG (the Employer)

- and -

THE UNIVERSITY OF WINNIPEG FACULTY ASSOCIATION
(MAIN UNIT: MLB-6362) (the UWFA)

RE: Pay Equity For Women – Resolution

Whereas the Employer employs academic staff at the University of Winnipeg; and

Whereas the Association is the exclusive bargaining agent for all employees as set out in Manitoba Labour Board Certificate No. MLB 6362; and

Whereas the Employer and the Association have, for some time attempted to resolve an issue of gender pay equity dating back to 1999; and

Whereas in February of 2000 a Joint Committee of the Employer and the Association struck under the provisions of the Collective Agreement then in force (the “Joint Committee”) recommended a 1.8% base increase to the salaries of women in the bargaining unit; and

Whereas efforts to secure government funding for such an increase have been unsuccessful;

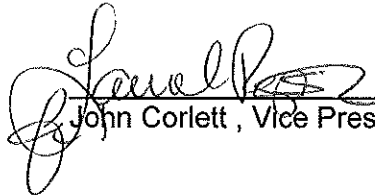
Therefore, the Employer and Association agree that:

1. Effective April 3, 2010, the Employer will increase by 1.8% the base salaries of all female Bargaining Unit Members who were employed by the Employer on or before January 1, 1999 and who still remain employed by the University of Winnipeg as of the date of signing of this Memorandum. The base salary increase will be implemented regardless of whether the Member’s new salary exceeds her current salary threshold.
2. Any Member whose salary is increased above her current rank maximum as a result of the adjustment set out in Paragraph 1 will remain at the adjusted salary until March 30, 2013 (end of the 2010 – 2013 Collective Agreement), unless the rank maximum is subsequently increased and the new rank maximum exceeds her adjusted salary, in which case she shall be eligible to receive any increases to which she is entitled up to the value of the new rank maximum.
3. The Employer commits to adjusting Threshold 1 by 1.8% specifically for those Members who would otherwise not receive the value of the 1.8% adjustment provided in April of 2010, and will maintain that Threshold 1 adjustment until March 30, 2013.

4. The Employer makes this settlement voluntarily and without prejudice, and does not admit any liability or acknowledge any legal requirement to make this settlement.
5. This settlement fully resolves all gender pay equity issues as examined by the Joint Committee, and the Association shall not undertake any further complaints, grievances or legal actions concerning the gender pay equity issues examined by the Joint Committee for this cohort of women Members.
6. If this Memorandum has not been signed by April 14, 2011, the settlement will be withdrawn as if never made.
7. The Employer will commence implementation of the retroactive payments to April 3, 2010 as of the date upon which the Association signs this Memorandum.

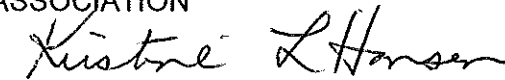
DATED this 14 day of April 2011

FOR THE
UNIVERSITY OF WINNIPEG



John Corlett, Vice President (Academic)

FOR THE
UNIVERSITY OF WINNIPG FACULTY
ASSOCIATION



Kristine Hansen, President

c. Human Resources