

April 7th, 2021

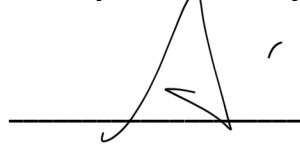
Memorandum of Agreement Staff 2021 (MOA S-2021)

Staff Collective Agreement Rollover (July 1, 2020-June 30, 2022)

Bishop's University and the A.P.B.U. agree to the following rollover terms of the Staff Collective Agreement (CA) (July 2016-June 2020):

- Extend the current Staff CA for two years from July 1st, 2020 to June 30th, 2022.
- As of July 1st, 2020 a 2% salary increase over July 1st, 2019 (Appendix A)
- As of July 1st, 2021 a 2% salary increase over July 1st, 2020 (Appendix B)
- One (1) additional sick/personal day to be used before the end of the first year of the rollover term (June 30th, 2021).
- Five (5) additional sick/personal day to be used before the end of the second year of the rollover term (June 30th, 2022).
- Both parties agree to open negotiations for the next round of bargaining early and shall begin negotiations by June 1st, 2021.

Bishop's University (Corporation)



Nick Andrews, AVP, Human Resources

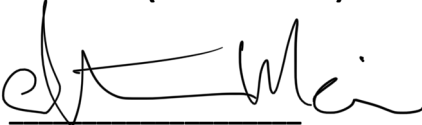


Isabelle Goyette, VP, Finance & Administration

04/07/21

Date

A.P.B.U. (Association)



Christopher Main, Staff Chief Negotiator



Jayson Crook, Staff Negotiator

04/09/21

Date

Appendix A

Scale Staff July 1 2020 - June 2021										
GRADE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	18.24	18.78	19.35	19.93	20.53	21.14				
2	18.72	19.29	19.86	20.47	21.09	21.72				
3	18.76	19.31	19.90	20.50	21.12	21.75	22.39			
4	18.85	19.42	19.99	20.60	21.23	21.86	22.51	23.18		
5	19.02	19.58	20.17	20.77	21.40	22.04	22.71	23.38	24.09	
6	19.23	19.80	20.40	21.00	21.63	22.28	22.95	23.65	24.35	25.07
7	20.07	20.69	21.29	21.94	22.60	23.27	23.96	24.69	25.42	26.16
8	20.99	21.63	22.28	22.95	23.64	24.35	25.06	25.85	26.59	27.41
9	22.02	22.68	23.35	24.05	24.79	25.50	26.31	27.08	27.90	28.72
10	23.10	23.80	24.49	25.27	26.00	26.75	27.59	28.41	29.27	30.15
11	24.29	25.00	25.79	26.53	27.32	28.15	29.00	29.85	30.75	31.69
12	25.53	26.32	27.09	27.92	28.73	29.60	30.49	31.39	32.35	33.32
13	26.88	27.66	28.51	29.36	30.23	31.15	32.08	33.04	34.03	35.06
14	28.27	29.12	30.01	30.91	31.82	32.79	33.78	34.78	35.83	36.91
15	29.78	30.67	31.61	32.55	33.52	34.54	35.57	36.64	37.74	38.87
16	31.35	32.31	33.27	34.26	35.30	36.35	37.45	38.57	39.72	40.92
17	33.01	34.01	35.04	36.10	37.16	38.29	39.42	40.62	41.82	43.08
18	34.76	35.80	36.89	38.00	39.13	40.29	41.51	42.76	44.04	45.35
19	36.58	37.68	38.82	39.98	41.19	42.41	43.69	45.01	46.35	47.75
20	38.49	39.65	40.82	42.05	43.34	44.61	45.96	47.34	48.77	50.24

Appendix B

Scale Staff July 1 2021 - June 2022										
GRADE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	18.60	19.16	19.74	20.33	20.94	21.56				
2	19.09	19.68	20.26	20.88	21.51	22.15				
3	19.14	19.70	20.30	20.91	21.54	22.19	22.84			
4	19.23	19.81	20.39	21.01	21.65	22.30	22.96	23.64		
5	19.40	19.97	20.57	21.19	21.83	22.48	23.16	23.85	24.57	
6	19.61	20.20	20.81	21.42	22.06	22.73	23.41	24.12	24.84	25.57
7	20.47	21.10	21.72	22.38	23.05	23.74	24.44	25.18	25.93	26.68
8	21.41	22.06	22.73	23.41	24.11	24.84	25.56	26.37	27.12	27.96
9	22.46	23.13	23.82	24.53	25.29	26.01	26.84	27.62	28.46	29.29
10	23.56	24.28	24.98	25.78	26.52	27.29	28.14	28.98	29.86	30.75
11	24.78	25.50	26.31	27.06	27.87	28.71	29.58	30.45	31.37	32.32
12	26.04	26.85	27.63	28.48	29.30	30.19	31.10	32.02	33.00	33.99
13	27.42	28.21	29.08	29.95	30.83	31.77	32.72	33.70	34.71	35.76
14	28.84	29.70	30.61	31.53	32.46	33.45	34.46	35.48	36.55	37.65
15	30.38	31.28	32.24	33.20	34.19	35.23	36.28	37.37	38.49	39.65
16	31.98	32.96	33.94	34.95	36.01	37.08	38.20	39.34	40.51	41.74
17	33.67	34.69	35.74	36.82	37.90	39.06	40.21	41.43	42.66	43.94
18	35.46	36.52	37.63	38.76	39.91	41.10	42.34	43.62	44.92	46.26
19	37.31	38.43	39.60	40.78	42.01	43.26	44.56	45.91	47.28	48.71
20	39.26	40.44	41.64	42.89	44.21	45.50	46.88	48.29	49.75	51.24