

Memorandum of Agreement

Between:

The Teaching Support Staff Union (“the union”)

And

Simon Fraser University (“the university”)

The Union and the University hereby agree:

1. The Parties agree to immediately engage in the Vince Ready Final Offer Selection (FOS) process as set out in Mr. Ready’s letter to the Parties dated September 14, 2015.
2. As acknowledged on Sunday, September 13, 2015, the FOS process will deal with total compensation (all wage and benefit cost improvements are to be costed as part of the FOS award), and the final award must be within the total fiscal mandate as specified by the Public Sector Employers’ Council.
3. The FOS process, as specified in clause #2 of Arbitrator Ready’s September 14th correspondence, means that upon conclusion of the parties’ submissions, Arbitrator Ready will choose as his award either the Union’s or the University’s final offer on the total package which will then be incorporated into the Collective Agreement; provided however, the award must comply with paragraph 2 above.
4. Within 15 days after the publication by Mr. Ready of his award, either party may refer the award to the Public Sector Employer’ Council Secretariat for a binding determination as to whether the award exceeds the fiscal mandate as specified by the Public Sector Employers’ Council. If the Public Sector Employers’ Council Secretariat determines that the award does exceed the said mandate, the award shall be void.
5. Upon mutual signing of this Memorandum of Understanding, the Union will cease all strike action and immediately release all grades and marking; and neither will the University commence any lockout or other modification of the terms and conditions of employment, including the provision under section 62 of the Labour Relations Code regarding the termination of health and welfare benefits.
6. That the following proposals are withdrawn (inclusive of any counter-proposals arising therefrom):

TSSU Proposals for changes to the following articles to be withdrawn:

- a. Article XXX – Definitions “Hour”
- b. Article XXIII Technological Change
- c. Article XXI: OH & S
- d. Article VIII C., E., & F Withdrawal of Services
- e. Article XIII TAs – Merger with XVI TMs
- f. Article XVI TMs – Merger with XIII
- g. New Article XV ELC/ITP - all proposals except those tabled by TSSU on September 24, 2015
- h. Article XIII TAs – all proposals except those tabled by TSSU on September 24, 2015
- i. Article XVI TMs – all proposals except those tabled by TSSU on September 24, 2015

SFU Proposals for changes to the following articles to be withdrawn:

- a. Article V – Union Representation
- b. Article VII – Union Information copies of CA
- c. Article X – Grievance, Informal Problem Solving
- d. Article XI – Arbitration
- e. Article XIII – TUG/Workload form (Also Article XV)
- f. Article XV.C.2.c
- g. Article XV – F.1. and F.2.a Appointment Priority
- h. Article XIV D.2 Sessionals (Monetary)
- i. L Article III.3; L Article V A.7.b (Monetary); L Article V A 4 & 5(Monetary); L Article D; L Article IX.E 1, 2 & 3; Article XXV.D1 (Monetary); Article XXV.D.2 personal leave; L Article XI Time off for Union Business (Monetary); L Article XII.B (MONETARY);

7. That each Party will immediately agree to and sign the University’s last offer on changes to Article XXVIII TSSU Membership Child Care Fund, tabled September 12, 2015; and

8. That each Party will immediately agree to and sign the University’s last offer on changes to Article VI Union Facilities, tabled September 12, 2015;

Signed this _____ day of September, 2015.

For the University

For the Union