Memorandum of Agreement

Between

The Professional and Managerial Association (PMA)

And

The University of Western Ontario

Respecting Salary and Benefits for May 1, 2009 to October 31, 2010

Term of Agreement

The terms of this agreement shall apply to all regular full-time administrative staff employees currently recognized by the University as eligible for membership in the Professional and Managerial Association on the date of ratification of this agreement.

The period of the agreement is from May 1, 2009 to October 31, 2010 inclusive.

Both Parties to the memorandum of settlement agree that they will continue their mutual arrangements with respect, integrity, and a commitment to adhere to the terms of this agreement.

Benefits

1. Flexible Credits - Professional Allowance and/or Health Spending Account

Effective January 1, 2010 each PMA-eligible member will continue to have the same Health Care Spending Account amounts that were part of the last Memorandum of Agreement signed in 2007. Unused allocations may be carried over for one taxation year.

Eligible expenses include but are not limited to:
- Out-of-pocket expenses arising from the 85/15 co-insurance
- Eligible expenses incurred above the maximum of certain benefits. E.g. vision care, medical practitioners including registered paramedical practitioners
- Personal assistive devices
- Orthodontic expenses

At the option of PMA-eligible member effective January 1, 2010, up to $600 (in $100 increments) may be redirected from their annual Professional expense reimbursement allowance to the Health Spending Account and this election is made once per year by November 30, 2009.

Unused Professional expense reimbursement may be carried over from the calendar year 2009 to the calendar year 2010 and from the calendar year 2010 to the calendar year 2011.
The health spending account is not added to group benefit plans for current or future retired PMA-eligible members.

2. Sustainable (Green) Effort

The University has established a Sustainability Working Group to develop a framework for Western to focus its sustainability initiatives. The Working Group will consider in its deliberations the interests of PMA and their desire as a group to provide leadership in Western's sustainability initiatives.

3. Business Travel Health Coverage

The University will review Out-of-Country Health coverage to ensure it is adequate for those traveling on University approved business travel.

Salary, Salary Ranges and Performance Based Pay

The University proposes the follow adjustments to salaries over the next 18 months:

1.
   a. Salary ranges will move by 3.0% on May 1, 2009
   b. Individual base salaries will increase as at May 1, 2009 for all PMA Eligible members who are also eligible on June 23, 2009 by 1.5%
   c. Allocate a pool equal to 2.0% of base salaries as at April 30, 2009 for merit pay, to be distributed based on performance.
   d. Allocate up to 1.55% of base salaries to PMA who are below job rate for career trajectory merit.
   e. Merit pay pool which is paid in lump sum payments to individuals whose compensation rate is at or in excess of the maximum of the salary range, shall be considered pensionable earnings for purposes outlined in the Pension Plan for Administrative Staff.

Salary Range Review

1. The University and PMA agree to undertake a review of the job rates and salary ranges for competitiveness in our ability to attract and retain the professional and management talent required at Western. The parties will seek the support of an external consultant in this review.

2. The three representatives from both the University and PMA will meet within 90 days of ratification of this agreement to define the terms for the review and engage a consultant.

3. This salary data would be completed by October 1, 2010 and considered for implementation as part of the 2010 negotiations.