

Letter of Understanding

Application of Career Trajectory Fund for Former BFA Members

The Parties agree that this Letter of Understanding forms part of the 2022-2026 Faculty Collective Agreement for the life of the Collective Agreement.

WHEREAS the Parties signed a Memorandum of Agreement ("MOA") on November 15, 2023 pursuant to the integration of Brescia University College ("Brescia") into the University of Western Ontario ("Western");

WHEREAS the Employer offered a maximum of 44 faculty from Brescia full-time positions at Western (40 full-time tenured, tenure-track, limited-term appointments and 4 contract faculty with teaching sessional appointments) and of those offered, 33 of these individuals are current Members of the Association as of July 1, 2025 ("former BFA Members");

WHEREAS the parties negotiated a Career Trajectory Fund ("CTF") to adjust for salary anomalies among Members as part of the 2022-2026 Collective Agreement to be distributed according to the relevant articles in the *Compensation and Benefits* Article retroactive to July 1, 2025.

WHEREAS clause 2 of the MOA specifies that all funding related to the appointment of Brescia faculty shall be solely from the central budget and none will come out of the Career Trajectory Funds or unit budgets;

WHEREAS clause 4 a) of the MOA specifies that no existing UWOFA Member ("Association Member") will lose any existing right or entitlement as a result of the integration;

WHEREAS the Parties share a commitment to the positive integration of former BFA Members; and

WHEREAS the negotiated CTF has never been of sufficient size to completely redress salary anomalies;

Now therefore, the Parties agree as follows:

1. Former BFA Members shall not be entitled to participate in the CTF established under clause 33 of the *Compensation and Benefits* Article.
2. For the purpose of calculating the size of the CTF under clause 33 of the *Compensation and Benefits* Article, former BFA Members shall not be counted as part of the eligible Full-Time Probationary, Tenured, Continuing Status and Limited-Term Members.
3. Former BFA Members shall be removed from the data used by the CTF Committee to determine anomalies for Association Members under clauses 33.2 and 33.3 of the *Compensation and Benefits* Article.
4. A separate CTF will be established for former BFA Members which will be administered as follows:

- a. The CTF Committee shall determine whether the salaries of former BFA Members are determined to be below a trajectory appropriate to their career stage compared to similar faculty at Western using the full set of factors as outlined in Clauses 33.2 and 33.3 of the *Compensation and Benefits* Article.
 - b. The adjustment for each former BFA Member shall be an amount equal to twice the ratio determined by the CTF process for Association Members using the process articulated in point 6 of the Summary of Recommendations section of the 'Report of Western University Career Trajectory Fund Committee October 17, 2022' (i.e., total amount left in the CTF after gender anomaly increases divided by the total of internal anomaly projections).
 - c. The distribution of the CTF shall be recommended to the Provost by the CTF Committee no later than July 15, 2025. Payment shall be retroactive to July 1, 2025. Recommendations for adjustments of a former BFA Member's salary shall not exceed \$15,000 minus 50% of the excess (if any) of the Member's 2024-25 salary over \$170,000.
5. The Employer shall provide to the Association the salary data for former Brescia Members before and following the adjustments. In their report, the CTF Committee shall include a report of the CTF process for former BFA Members.