

MEMORANDUM OF UNDERSTANDING

**BETWEEN: SAINT MARY'S UNIVERSITY ("Employer")**

**AND: SAINT MARY'S UNIVERSITY FACULTY UNION ("Union")**

**Re: Lecturer overload compensation**

1. The Employer and Union are committed to the equitable and fair compensation principles.
2. Recognizing that the Employer and Union neglected to include a provision for the overload rates for Lecturers in the 2022-25 Collective Agreement, both parties agree that, for the duration of this agreement, Lecturers will be assigned overload pay rates at the same level as Assistant Professors, while Senior Lecturers will be assigned overload pay rates at the same level as Associate Professors.



For the Employer: Madine VanderPlaats



For the Union: Robert Thacker

May 1, 2023  
Date

May 1 2023  
Date