

MEMORANDUM OF AGREEMENT WITH RESPECT TO ALL MATTERS RELATING TO THE
NEGOTIATION OF A RENEWED COLLECTIVE AGREEMENT (“RENEWAL AGREEMENT MOA”)

Between:

UNITED STEELWORKERS, Local 2010 (“USW Local 2010”)
(UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED
INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL UNION)

ON BEHALF OF USW, LOCAL 2010-01, ACADEMIC ASSISTANTS

-AND-

QUEEN’S UNIVERSITY (“University”)

FOR THE PERIOD SEPTEMBER 1, 2023 – AUGUST 31, 2027



Final agreement on all matters is subject to ratification by both Parties.

E. & O.E.

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ARTICLE 22 PAY IN LIEU OF VACATION AND BENEFITS

22.01 The Parties recognize that the nature of bargaining unit employees' work is such that taking time off for vacation during an academic term or during the term of an appointment is not practicable. As such:

- (a) for those who have less than five (5) years of cumulative service without a "break in service", the sum of **four percent (4%)** in lieu of vacation pay and **eight three percent (3%)** in lieu of benefits shall be added to the wages set out in **Appendix A**;
- (b) for those who have five (5) or more years of cumulative service without a "break in service", the sum of **six percent (6%)** in lieu of vacation pay and **eight three percent (8 3%)** in lieu of benefits shall be added to the wages set out in **Appendix "A"**.

ARTICLE 23 LEAVES OF ABSENCE

Paid Sick Time

23.09 Sick ~~Leave~~ **Time** is defined as an absence from work and performance of regular duties because of the employee's bona fide illness, injury, or quarantine through exposure to contagious disease.

23.10 Employees who regularly work shifts scheduled by the Employer and who are unable to carry out their assigned duties during a scheduled shift(s) because of a bona fide illness or injury are eligible for up to ~~two (2)~~ **three (3)** days of paid sick **time** per Academic Term. For clarity, it is understood that a day of paid sick **time** is equivalent to the working time actually lost during an employee's scheduled shift(s) on that day.

23.11 To qualify for paid sick **time**, an employee shall notify their non-bargaining unit supervisor/designate as soon as possible on the first day of their absence due to illness or injury. In the case of longer absences, progress toward recovery and expected date of return to work will be reported to the non-bargaining unit supervisor/designate and to ~~Return-to-Work Services~~ **Employee Wellness Services** at reasonable intervals.

ARTICLE 28 WAGES

28.01 The wage rates set out in **Appendix "A"** attached hereto and forming part of this Collective Agreement shall be regarded by both Parties as minimum hourly rates to be paid to employees in the bargaining unit. The minimum rates permit the Employer flexibility in determining remuneration appropriate to the employee's special qualifications. No employee shall be paid less than the minimum rate.

APPENDIX “A”: WAGES AND CLASSIFICATIONS

Effective September 1, 2025

An increase of 8% (being a market increase of 5%, and an ATB increase of 3%) will be applied to the minimum rate for the classification as outlined in the chart below.

Effective September 1, 2026

An increase of 6% (a market increase of 3.5%, and an ATB increase of 2.5%) will be applied to the minimum rate for the classification as outlined in the chart below.

September 1, 2025	September 1, 2026
\$32.30	\$34.25

The Parties agree that the above represents the minimum rate for the classification. Any employee currently being paid above the minimum rate shall not have their pay reduced in any manner.