

## MEMORANDUM OF UNDERSTANDING

### Special Salary Increases (SSI) Clause 8.01(b)

For purposes of administering Clause 8.01(b), the Parties agree that:

1. All Special Salary Increases brought to ABC by the Board nominees shall be fully documented, which for this purpose shall mean:
  - (i) documented reasons for the special salary increase as provided by the Dean, University Librarian or Vice-President;
  - (ii) any supporting documentation provided to the Dean; and
  - (iii) the Member's curriculum vitae.
2. Of the 12 allowable special salary increases, no more than four shall be from any one Faculty or equivalent unit.
3. Salary graphs for Bargaining Unit Members in each Faculty or equivalent unit will be generated at the beginning of the academic year. (This means separate graphs for: Architecture, Arts & Social Sciences, Computer Science, Counsellors, Dentistry, Engineering, Health Professions, Continuing Education, Law, Librarians, Management, Medicine, and Science.) On each graph, a linear least squares regression line will be drawn through all data points on the graph, i.e., excluding no one in the Bargaining Unit.
4. The DFA will publish in the *DFA Dialogue* the salary grids for all Faculties/ equivalents, including the linear least squares regression line.

The significance of these lines is as follows:

- (a) The DFA nominees to ABC will approve, without further conditions, any special salary increases proposed by the Board nominees to ABC which involves a Member whose salary before the special salary increase falls below the linear least squares regression line.
- (b) The DFA nominees to ABC will approve any special salary increase proposed by the Board nominees to ABC which involves a Member whose salary before the special salary increase falls on or above the linear least squares regression line on the condition that for each such special salary

increase there must be at least an equivalent number of Members and at least an equivalent amount of money given in category (a) during the same year. The category (a) Member(s) need not be in the same Faculty or equivalent as the category (b) Member.

IN WITNESS WHEREOF the parties hereto have signed this Memorandum of Understanding at Halifax, Nova Scotia this 23 day of April 2015.

BOARD OF GOVERNORS OF  
DALHOUSIE UNIVERSITY

Per: [Signature]

Per: [Signature]

[Signature]  
Witness to Board of Governors  
of Dalhousie University

DALHOUSIE FACULTY ASSOCIATION

Per: [Signature]

[Signature]  
Witness to Dalhousie  
Faculty Association

Per: [Signature]