WHEREAS:

A. There is a statistically significant difference between the pay of Members who are women and Members who are men at the rank of Professor.

B. There is a shared interest between the Parties to resolve this inequitable distribution of resources.

THE PARTIES AGREE THAT:

1. Effective July 1, 2017 all eligible female Members at the rank of Professor will receive an equity adjustment.

2. The adjustment will be calculated based on a regression line analysis that compares the salaries of male and female Members at the rank of Professor, excluding Members who are former Deans and Members whose salaries exceed the salary maxima.

3. Each eligible salary will be adjusted by the difference between the male and female regression lines for the appropriate Y value. All affected salaries will be capped at the salary maxima.

This Letter of Understanding shall form part of the Collective Agreement.

IN WITNESS WHEREOF the Parties hereto have signed this Letter of Understanding at Halifax, Nova Scotia this ___ day of ___, 201__.

Witness to Dalhousie Faculty Association

Witness to Board of Governors of Dalhousie University