

**Memorandum of Agreement
Between
Laurentian University Staff Union
Hereinafter called the "Union"
And
Laurentian University
Hereinafter called the "University"**

Subject to ratification by the University's Board of Governors and Union members, the University and the Union agree that all current language in the LU/LUSU collective agreement will remain status quo with the following exceptions:

1. LUSU agrees that employee pension contribution increases will be as follows: 0.7% on July 1, 2015; 0.4% on July 1, 2016; 0.4% on January 1, 2017; and 0.7% on July 1, 2017. LUSU will work actively with the University in exploring all Defined Benefit Pension Plan options to ensure the University's eligibility for solvency exemption.
2. LUSU agrees to set up a joint committee (maximum of three people per party) to review the current language in the collective agreement. All changes must be mutually agreeable to both parties. Any agreed changes must be approved by both parties' constituents no later than January 15, 2016.
3. All LUSU members will receive an across the board increase of 2.6% on July 1, 2015; 1.3% on July 1, 2016; 1.3% on January 1, 2017; 1% on July 1, 2017 and a one-time payment of \$250 not included in base on July 1, 2017.
4. The University agrees that there will be no redundancies during the life of the agreement. It is understood that this clause and its guarantee will be eliminated at the end of this collective agreement and will be removed effective June 30, 2018.
5. It is agreed that the members will have access to a Phased Retirement - An employee who has attained age 58, with a minimum of 15 years service and who is within a maximum of four (4) years of her/his date of retirement, may request to participate on a voluntary basis, in a pre-retirement program. The employee may request to work no less than 21 hours per week. The hours of work must be mutually agreed by the University and the employee in consultation with the Union. Once committed to this program, the employee shall retire after a maximum of four (4) years, or sooner pursuant to her/his participation in the pension plan, and contributions to it. For the duration of the program, continuous service will be accumulated as if the employee was working regular hours. The employee will retain the collective agreement rate of pay in effect at the time of her/his participation and the pay will be prorated

to the hours worked only. The following benefits will be prorated based on the reduced work week adopted under the plan: LTD, vacation and sick leave. The pension contribution calculations and life insurance will be based on the nominal annual salary.

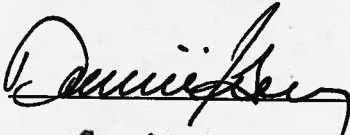
6. The University agrees to introduce a one-time Early Retirement Incentive Program. Eligible members will need to apply in writing by December 1st each year in order to qualify. This program will include the following terms and conditions:
 - a. On July 1, 2015, an employee must be: a minimum of age 58; with 25 years of service; and not yet eligible to an unreduced pension.
 - b. Laurentian will provide the employee with an early retirement supplement. This supplement is separate and apart from the employee's pension benefit. The supplement will be calculated by determining the amount of reduction ("reduced monthly amount") applied to the monthly pension payments from the amount as if the pension was not reduced. The "reduced monthly amount" will be payable in equal monthly instalments, subject to all deductions required by law, until age 62. In the event of the employee's death prior to the end of the payment period, any remaining amount will be payable to the employee's estate as a lump sum, less all deductions required by law.
 - c. The university agrees to continue the Extended Medical benefits provided to LUSU members until age 62 subject to and in accordance with applicable policy/plan document. The member will be eligible to continue in the Extended Medical benefits portion of the University's benefit plan until age 65, at the member's cost. At which point, if eligible, the employee will be enrolled in the Retiree Health Benefits Plan applicable to retirees of Laurentian at that time.
 - d. As a retiree, the employee will be eligible for the following benefits:
 - i. Free tuition according to the University Policy on Tuition Fee Exemption.
 - ii. Lifetime Laurentian University Library Privileges.
 - iii. Access to email account as provided by IT.
 - iv. Physical Education Membership in the Physical Education Centre at the same cost sharing as full-time active staff.
 - v. And any other benefits available to retirees introduced by the University during this period of time.
7. LUSU will participate actively as a full member of the Retiree Health Benefit Plan (RBHP) Committee created by the University for the purpose of pursuing the transformation of the RHBP in a manner that is acceptable to the major stakeholders. The Committee is to look at issues of eligibility, participation,


best practices, and other plans and to make all reasonable efforts to reach decisions and recommendations by consensus.

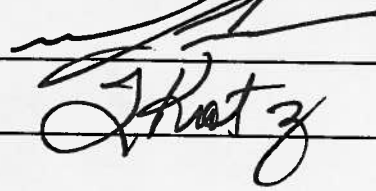
8. LUSU withdraws three inclusion grievances: #2014-15 (Manager of Energy and Sustainability), #2014-17 (Capital Projects Manager) and #2014-18 (Capital Projects Manager). The University agrees to include in the LUSU bargaining unit the specific position of Project Manager which was the subject of grievance #2014-16, effective July 1, 2015. This provision is without prejudice or precedent for other similar positions.

Dated at Sudbury, this 12th day of March, 2015.

SIGNED ON BEHALF OF:
LAURENTIAN UNIVERSITY







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LAURENTIAN UNIVERSITY STAFF
UNION

