

May 27, 2021

Memorandum of Agreement
extending the 2017-2021 Collective Agreement

between

Concordia University
(hereinafter, “the University”)

and

PUBLIC SERVICE ALLIANCE OF CANADA/TRAC UNION
(Teaching and Research Assistants at Concordia hereinafter, “TRAC”)

collectively the “Parties”

The present Memorandum of Agreement (“MOA”), when ratified and /or approved by the respective principals of the Parties, shall extend the TRAC Collective Agreement (hereinafter “the Agreement”), the term of which ends on May 31, 2021.

Unless otherwise stipulated, any modification to the Agreement outlined in the present MOA shall become effective on June 1, 2021 and end on May 31, 2023.

Agreed modifications to the text of the Agreement are referenced in this MOA.

The Parties agree to review the Agreement in order to amend dates as required to be consistent with the spirit of this MOA.

1. Extension of the Term of the Agreement

The MOA shall become effective upon its signature by the authorized representatives. This MOA and the Agreement shall remain in effect until May 31, 2023, and will continue to apply until a new Collective Agreement is signed.

2. Next negotiation

The parties undertake to constitute negotiating teams and meet diligently, as soon as circumstances reasonably permit, in order to conclude a new Collective Agreement to take effect June 1, 2023. Said negotiations shall begin no earlier than September 2022.

3. Adjustments to Salary

Salary rates agreed to by the parties and as reflected in Appendixes A1 & A2 of the TRAC Agreement are increased as follows:

Effective June 1, 2021:

The salary rates for TAs are increased by two point six percent (2.6%).

The minimum salary rate for RAs are increased by two point six percent (2.6%).

Effective June 1, 2022:

The salary rates for TAs are increased by two point four percent (2.4%).

The minimum salary rate for RAs are increased by two point four percent (2.4%).

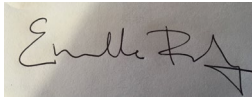
The salary scales in Appendixes A1 & A2 of the TRAC Agreement will be modified to reflect the percentage increases as stated above.

IN WITNESS WHEREOF, the authorized representatives of the Parties have signed in Montreal, Quebec, this May 28 2021, undertaking to recommend ratification and approval of the terms of the present Memorandum of Agreement by their respective principals.

For TRAC/PSAC



Charles Orme
TRAC President



Emmanuelle Fahey
TRAC Vice-President



Zarish Abbas
TRAC Grievance Officer



Erin Sirett
PSAC representative, Negotiator

For CONCORDIA UNIVERSITY



Ms. Carolina Willsher
Associate Vice-President, Human Resources



Ms. Andrée-Anne Bouchard
Executive Director, Employee & Labour Relations



Ms. JoséEve McCarthy
Senior Advisor, Employee & Labour Relations



Dr. Nadia Hardy
Interim Deputy Provost and
Vice-Provost, Faculty Development and Inclusion