

3 December 2024

VIA EMAIL

Dr. Joël Dickinson
President and Vice-Chancellor
Mount Saint Vincent University
Evaristus 205, 166 Bedford Highway
Halifax, NS, B3M 2J6

Dear Dr. Dickinson:

Re: Additional Salary Steps on July 1, 2025

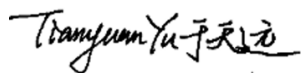
The position of the Mount Saint Vincent Faculty Association is that the parties agreed to add one step at the top of the Librarian I, Lab Instructor I, and Lab Instructor II salary scale on 1 July 2025. This is in addition to the step for these classifications effective 1 July 2024. The Faculty Association believes that members of the Faculty Association may become eligible for these new steps as early as 1 July 2026.

The Employer would not finalize and sign a renewed Collective Agreement that included the agreed steps described above for 1 July 2025. The Faculty Association only agreed to not include the steps in the salary scale schedules because of this and its need to finalize the remainder of the Collective Agreement without delay for its membership.

As previously communicated, the Faculty Association reserves its right to maintain its position at arbitration or in any other proceeding. When any of its members progress to the agreed new steps in effect for 1 July 2025, it expects those members to be paid the salary of that new step. The Faculty Association will maintain that the steps have already been agreed upon when the parties meet to renew the Collective Agreement again in 2026.

I am available if you have any questions or require clarification.

Respectfully,



Dr Tianyuan Yu, President

Cc Dr. Lori Francis, Vice-President and Provost
Tyrone Cotie, Chair of the Board of Governors