

IN THE MATTER OF PAY EQUITY

B E T W E E N

The University of St. Michael's College  
("USMC")

- and -

THE UNITED STEELWORKERS LOCAL, 1998  
(The "Union")

Letter of Understanding

WHEREAS USMC and the Union have signed a Memorandum of Settlement on September 5, 2025 setting out the implementation of Phase II of the jointly agreed Pay Equity / Job Evaluation system (the "**2025 MOS**");

AND WHEREAS **Appendix 9** and **Appendix 10** of the **2025 MOS** identified a sixty-six cent (\$.66) Pay Equity adjustment in the job rate for Pay Band 4;

NOW THEREFORE the parties agree as follows (the "**Schedule A Agreement**");

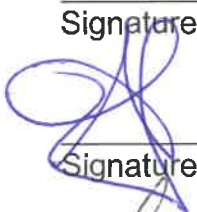

1. The wage for Step 7 of Pay Band 4 shall be:
  - \$27.70 for July 1 2023
  - \$29.64 for July 1 2024
  - \$30.17 for July 1 2025.

These changes have been integrated into the respective wage grids ("**Appendix A**").



2. The wage grid in Schedule A of the July 1, 2021–June 30, 2024 Collective Agreement and the July 1, 2024–June 30, 2026 Collective Agreement shall be updated as per **Appendix A**.
3. Electronic versions of the Collective Agreements shall be updated as per **Appendix A** and posted to the USMC and the Union websites. The wage grid in Schedule A in each electronic version shall supersede the wage grid in Schedule A in any print copies.
4. Any new positions created and filled in Pay Band 4 shall be paid according to the updated wage grid in **Appendix A**.
5. The updated wage grid shall be used as the basis for negotiation of any wage increases in the 2026 round of collective bargaining.

UNIVERSITY OF ST. MICHAEL'S COLLEGE this 5 DAY OF September, 2025.

FOR THE UNION

_____ Signature	_____ Date
 Signature	Sept 5/25 Date
 Signature	Sept 5 '25 Date

FOR THE UNIVERSITY

 Signature	Sept 5/25 Date
 Signature	Sept 5/25 Date

## APPENDIX A

Revised July 31, 2025 as per Phase II Pay Equity Memorandum of Settlement

### WAGE GRID, JULY 1, 2023

Pay Band	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
	Hiring Rate	6 months	1 year	2 year	3 year	4 year	5 year
		1.25%	1.25%	2%	2%	2%	2.1%
1	20.62	20.88	21.14	21.57	22.00	22.44	22.91
2	21.55	21.82	22.09	22.53	22.98	23.44	23.93
3	22.92	23.21	23.50	23.97	24.45	24.94	25.46
4	24.34	24.65	24.96	25.46	25.96	26.48	27.70
5	27.49	27.83	28.18	28.74	29.32	29.90	30.53
6	29.96	30.34	30.72	31.33	31.96	32.60	33.28
7	30.92	31.30	31.69	32.33	32.97	33.63	34.34
8	31.85	32.25	32.65	33.30	33.97	34.65	35.38
9	32.79	33.20	33.61	34.28	34.97	35.67	36.42
10	34.67	35.10	35.54	36.25	36.98	37.72	38.51
11	35.83	36.28	36.73	37.46	38.21	38.98	39.80
12	37.56	38.03	38.50	39.27	40.06	40.86	41.72
13	38.40	38.88	39.37	40.16	40.96	41.78	42.66
14	40.27	40.77	41.28	42.11	42.95	43.81	44.73
15	41.22	41.74	42.56	43.10	43.97	44.85	45.79
16	43.09	43.63	44.17	45.05	45.95	46.87	47.86
17	45.00	45.56	46.13	47.05	47.99	48.95	49.98
18	46.83	47.42	48.01	48.97	49.95	50.95	52.02

<b>July 1, 2024 Wage Grid (with 7% increase)</b>							
Pay Band	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
	Hiring Rate	6 months	1 year	2 year	3 year	4 year	5 year
		1.25%	1.25%	2.00%	2.00%	2.00%	2.10%
1	\$22.06	\$22.34	\$22.62	\$23.08	\$23.54	\$24.01	\$24.52
2	\$23.06	\$23.34	\$23.64	\$24.11	\$24.59	\$25.08	\$25.61
3	\$24.53	\$24.83	\$25.14	\$25.64	\$26.16	\$26.68	\$27.24
4	\$26.05	\$26.37	\$26.70	\$27.24	\$27.78	\$28.34	\$29.64
5	\$29.41	\$29.78	\$30.15	\$30.75	\$31.37	\$32.00	\$32.67
6	\$32.06	\$32.46	\$32.87	\$33.53	\$34.20	\$34.88	\$35.61
7	\$33.08	\$33.49	\$33.91	\$34.59	\$35.28	\$35.99	\$36.74
8	\$34.08	\$34.50	\$34.94	\$35.63	\$36.35	\$37.07	\$37.85
9	\$35.08	\$35.52	\$35.96	\$36.68	\$37.42	\$38.17	\$38.97
10	\$37.10	\$37.56	\$38.03	\$38.79	\$39.57	\$40.36	\$41.21
11	\$38.34	\$38.81	\$39.30	\$40.09	\$40.89	\$41.71	\$42.58
12	\$40.19	\$40.69	\$41.20	\$42.02	\$42.86	\$43.72	\$44.64
13	\$41.09	\$41.61	\$42.13	\$42.97	\$43.83	\$44.70	\$45.64
14	\$43.09	\$43.63	\$44.17	\$45.06	\$45.96	\$46.88	\$47.86
15	\$44.11	\$44.66	\$45.22	\$46.12	\$47.04	\$47.99	\$48.99
16	\$46.10	\$46.68	\$47.26	\$48.21	\$49.17	\$50.16	\$51.21
17	\$48.15	\$48.75	\$49.36	\$50.34	\$51.35	\$52.38	\$53.48
18	\$50.11	\$50.74	\$51.37	\$52.40	\$53.45	\$54.52	\$55.66

**July 1, 2025 Rate (with 1.8% increase)**

Pay Band	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
	Hiring Rate	6 months	1 year	2 year	3 year	4 year	5 year
		1.25%	1.25%	2.00%	2.00%	2.00%	2.10%
1	\$22.46	\$22.74	\$23.03	\$23.50	\$23.97	\$24.44	\$24.96
2	\$23.47	\$23.76	\$24.06	\$24.54	\$25.03	\$25.53	\$26.07
3	\$24.97	\$25.28	\$25.59	\$26.11	\$26.63	\$27.16	\$27.73
4	\$26.52	\$26.85	\$27.18	\$27.73	\$28.28	\$28.85	\$30.17
5	\$29.94	\$30.31	\$30.69	\$31.31	\$31.93	\$32.57	\$33.25
6	\$32.64	\$33.05	\$33.46	\$34.13	\$34.81	\$35.51	\$36.25
7	\$33.68	\$34.10	\$34.52	\$35.21	\$35.92	\$36.64	\$37.41
8	\$34.69	\$35.13	\$35.56	\$36.28	\$37.00	\$37.74	\$38.53
9	\$35.71	\$36.16	\$36.61	\$37.34	\$38.09	\$38.85	\$39.67
10	\$37.76	\$38.24	\$38.71	\$39.49	\$40.28	\$41.08	\$41.95
11	\$39.03	\$39.51	\$40.01	\$40.81	\$41.62	\$42.46	\$43.35
12	\$40.91	\$41.42	\$41.94	\$42.78	\$43.64	\$44.51	\$45.44
13	\$41.83	\$42.35	\$42.88	\$43.74	\$44.62	\$45.51	\$46.46
14	\$43.86	\$44.41	\$44.97	\$45.87	\$46.78	\$47.72	\$48.72
15	\$44.90	\$45.46	\$46.03	\$46.95	\$47.89	\$48.85	\$49.87
16	\$46.93	\$47.52	\$48.11	\$49.08	\$50.06	\$51.06	\$52.13
17	\$49.01	\$49.63	\$50.25	\$51.25	\$52.28	\$53.32	\$54.44
18	\$51.01	\$51.65	\$52.30	\$53.34	\$54.41	\$55.50	\$56.66

