

Below is a summary of the Term Sheet that you are being asked to vote on today:

1. **Redundancies.** 41 positions (27 permanent) will be declared redundant. Terminated LUSU members are entitled to file a claim in the CCAA claims process in respect of all entitlements relating to the termination of their employment with Laurentian, in accordance with the terms and conditions of the collective agreement.
2. **Transfers.** 28 members will be transferred to different positions within the bargaining unit. The specific terms of each transfer have been communicated to the affected member.
3. **Salary Adjustments.** The LUSU CA will expire on June 30, 2024. Salary Adjustments over the life of the CA will be as follows:

	<b>Year 1 2020-21</b>	<b>Year 2 July 1 2021</b>	<b>Year 3 July 1 2022</b>	<b>Year 4 July 1 2023</b>
<b>Salary</b>	No Changes	0% ATB	1% ATB	1% ATB
<b>Step Increases</b>	No Changes	Freeze on all step increases	Step increases to resume	Step increases continue

3. **Governance and Consultation.** University, LUSU and LUFA to approach the Province of Ontario to request amendment to Laurentian University Act to permit University employees to be members of the BoG and to add a minimum of one seat to be elected by LUSU from LUSU membership. University to undertake a review of the University's governance structures, Board composition, and the University's operations, processes and procedures. An Advisory Committee will be formed that will include representatives of employee groups with a view to providing recommendations and advice to the Board Nominating Committee. LUSU will receive a seat on the University Benefits Committee.
4. **Removal of free gym membership.** Existing language to be removed. Any future benefit with regard to gym memberships that is provided to the LUAPS group will also apply to LUSU members.
5. **Removal of tuition exemption for retirees and their dependents.**
6. **Removal of RHBP.**
7. **Change to Security Staffing.** Security staff working 24 hours per week or less will no longer be part of LUSU's bargaining unit.
8. **Review of pregnancy/parental leave provisions.** The University and LUSU will review existing language. No changes with respect to pregnancy and parental leave are being implemented at this time.
9. **Overtime credited as time in lieu.** Overtime will be credited as time in lieu (calculated at time and a half) unless the University decides to pay it out. Time in lieu must be taken with 6 months of being earned.
10. **Pension Changes.** "See LUSU Pension Changes Summary" document.