

**Amended Memorandum of Agreement**

**dated November 1, 2004**

**Between**

**Malaspina University-College**

**And**

**Canadian Union of Public Employees Local 1858 (CUPE)**

The parties agree to recommend to their respective principals ratification of changes to the Collective Agreement dated April 1, 1998 to June 30, 2002 as follows:

1.	T-1 dated June 15, 2004, and updated July 19, 2004.
2.	T-2 dated July 19, 2004, and updated July 20, 2004 (includes Document E-3 dated July 19, 2004)
3.	T-3 dated July 20, 2004, and updated July 22, 2004 (includes Document E-5 dated July 20, 2004)
4.	T-4 dated July 22, 2004
5.	T-5 dated July 23, 2004 and updated July 23, 2004 (includes E-8 as modified; E-15; E-16; revised E-13; revised E-14; E-7; C-2 as amended by Union; revised E-11, C-3 as modified by Union, revised E-12, E-18, E-19).
6.	T-6 dated November 1, 2004 (includes Revised E-13 dated November 1, 2004, and Revised C-3 dated November 1, 2004).
7.	The provisions of this Memorandum of Agreement shall become effective on the date of ratification by both parties. No provision of this Memorandum of Agreement shall be retroactive except where so specifically stated.
8.	Both parties agree to recommend the ratification of this Memorandum of Agreement to their principals.

Dated the 1<sup>st</sup> day of November, 2004.

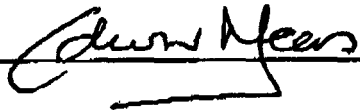
Signed on Behalf of  
CUPE, Local 1858

  
\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Signed on Behalf of  
Malaspina University-College

  
\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_