

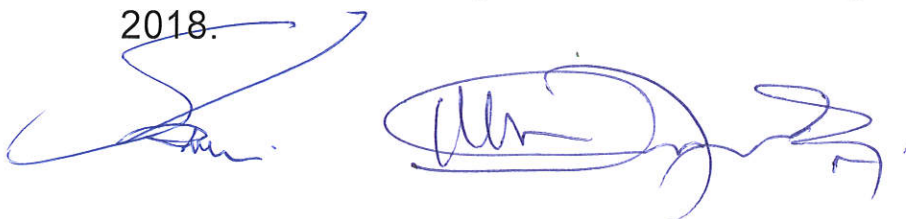
**MEMORANDUM OF ACTION AGREED UPON AT THE END OF THE
CONCILIATION MEETING BETWEEN REPRESENTATIVES OF FEDERAL
GOVERNMENT AND ACADEMIC STAFF UNION OF UNIVERSITIES
(ASUU) HELD ON 7th FEBRUARY, 2019, AT THE CONFERENCE ROOM
OF THE HONOURABLE MINISTER OF LABOUR AND EMPLOYMENT,
ABUJA**

Following the resumption by ASUU of its suspended strike on 5th November, 2018, several conciliatory meetings were held at the instance of the Honourable Minister of Labour and Employment with the leadership of Academic Staff Union of Universities (ASUU), Office of the Head of the Civil Service of the Federation (OHCSF), the representatives of the Federal Ministry of Education (FME), Federal Ministry of Finance (FMF), National Universities Commission (NUC), Budget Office of the Federation (BOF), National Salaries, Incomes and Wages Commission (NSIWC) and the Office of the Accountant General of the Federation (OAGF).

On 7th February, 2019, a follow-up meeting to the meetings of 7th January, 2019, 21st January, 2019 and 1st February, 2019 was held at the same venue. After extensive deliberations on the issues contained in the Memorandum of Action (MoA) of September 18th, 2017, and related demands raised by ASUU, the following decisions were reached:

1. FUNDING FOR REVITALIZATION OF PUBLIC UNIVERSITIES

Government is committed to the implementation of the FGN-ASUU 2013 Memorandum of Understanding (MoU) and in consonance with this commitment; Government will be releasing the sum of Twenty Five Billion Naira (25bn) only in the period April/May 2019, as a sign of good faith. Subsequently, Government will resume full implementation of the MoU following the activation of the recommendations of the Report of the Stakeholders Workshop on Sustainable Funding for Education in Nigeria, 27th-28th November, 2018.



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2. EARNED ACADEMIC ALLOWANCES

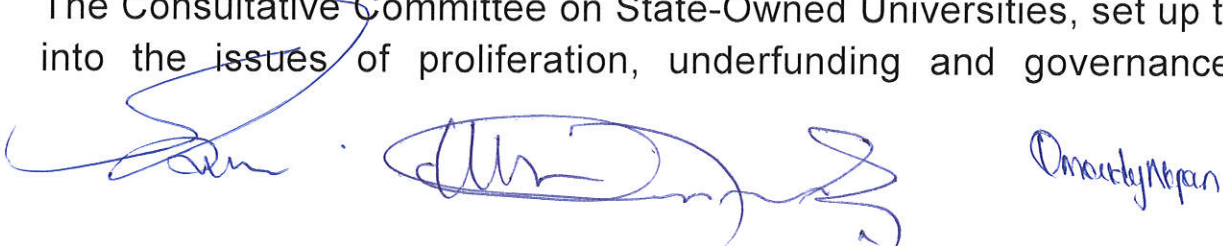
The sum of Twenty Billion Naira (N20bn) had earlier been approved by Government to defray part of the outstanding arrears of earned allowances in Nigerian Universities. Government has added Five Billion Naira (N5bn) making a total sum of Twenty Five Billion Naira (N25bn) only as part-payment of earned allowances to all categories of eligible staff. The initial Twenty Billion Naira (N20bn) will be released not later than 15th February, 2019, while the remaining Five Billion Naira (5bn) will be paid by 28th February, 2019. The said sum will be considered as the first tranche of payment, guided by the report of the forensic audit. Government agreed to pay the outstanding balance up to 2018 in four (4) equal instalments within a time frame of thirty-six (36) months: (i) November, 2019, (ii) August 2020, (iii) May 2021, and (iv) February 2022. Government shall also mainstream further payments of the allowances into the annual budgets beginning with the 2019 budget presently under consideration at the National Assembly (NASS).

3. SALARY SHORTFALL

Payment of arrears of shortfall to PICA-verified Universities has been largely effected. However, the balance in the payment effected at the Federal University of Technology, Akure (FUTA), and the release of outstanding salary shortfall arrears at the Federal University of Agriculture, Makurdi (FUAM), would be addressed not later than 15th February, 2019.

4. STATE UNIVERSITIES

The Consultative Committee on State-Owned Universities, set up to look into the issues of proliferation, underfunding and governance was



expanded to nine (9) members and inaugurated on Monday, 14th January, 2019. Membership of the Committee was drawn from ASUU, SSANU, NAAT, NASU, COPSUN, NUC, FME and FML&E. The PSE will Chair the Committee while a member of the Committee from FME would serve as Secretary. ASUU acknowledged the effective take-off of the Committee with its inaugural meeting on Monday, 28th January, 2019 and demanded that the momentum be sustained.

5. PAYMENT OF EARNED ACADEMIC ALLOWANCES (EAA) TO LOYAL ASUU MEMBERS IN UNIVERSITY OF ILORIN

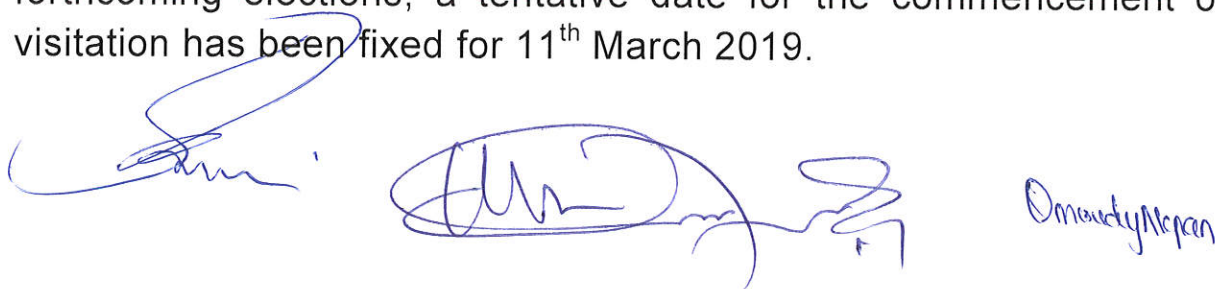
Payments are on-going for all eligible staff. It was agreed that those lecturers whose appointments were terminated, earned their allowances and assurances were given that they would be paid. PSE gave assurances that all outstanding issues would be resolved by Friday, 15th February, 2019.

6. NUPEMCO

ASUU appreciates the Federal Government for paving way for the release of the letter of "APPROVAL FOR THE GRANT OF LICENSE TO CARRY ON THE BUSINESS OF A PENSION FUND ADMINISTRATOR" to the Nigerian University Pension Management Company (NUPEMCO) being promoted by the Union on Monday, 28th January, 2019.

7. VISITATION PANEL

Arrangements for the Visitation Panels have been concluded and the approved list of members is in the process of being gazetted. Due to the forthcoming elections, a tentative date for the commencement of the visitation has been fixed for 11th March 2019.

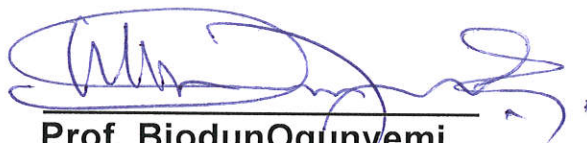
Three handwritten signatures in blue ink are visible at the bottom of the page. The first signature on the left is stylized and appears to be 'Sam'. The middle signature is larger and more complex, possibly 'Alun'. The signature on the right is written in a cursive script and appears to be 'Omaru Ngeen'.

8. RECONSTITUTION OF GOVERNMENT RENEGOTIATING TEAM

It was agreed that, based on ILO principles, neither the Government nor the Union can dictate who is to represent the other party at the negotiating table. It was further noted that the principle of equality of the parties in collective bargaining is a fundamental principle of the ILO which must be respected by both parties. PSE agreed to provide documented guidelines on procedures and to clearly define the roles of parties in the re-negotiation process. It was then agreed that the renegotiation of the FGN-ASUU 2009 Agreement shall commence not later than Monday, 18th February, 2019 and be concluded by Friday, 29th March, 2019.

9. Based on these agreements on items 1-8, ASUU's leadership will consult with its Organs with a view to suspending the on-going strike.

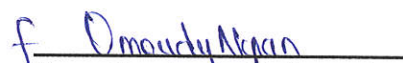
IT WAS AGREED THAT NOBODY SHALL BE VICTIMIZED IN ANY WAY WHATSOEVER FOR HIS/HER ROLE IN THE PROCESS LEADING TO THIS MEMORANDUM OF ACTION.



Prof. Biodun Ogunyemi
President, ASUU



Arc. Sonny Echono
Perm. Sec. FMoE



Mrs. Ibukun Odusote
Perm. Sec. FMoL&E

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