

Letter of Understanding
between
Wilfrid Laurier University
and the
Wilfrid Laurier University Faculty Association

Re: Special Overload Stipends under 30.10.3 of the Full-Time Collective Agreement and 24.5 of the Part-Time Contract Academic Staff Collective Agreement

Whereas the University receives no government funding in the School of Business and Economics for the Laurier MBA Toronto programs and the Laurier EMTM (Executive Masters in Technology Management) Program, and

Whereas these graduate programs are offered on weekends and are designed as cost-recovery programs, and

Whereas the Parties agree that full-time Members and CAS Members should receive equal compensation under the terms of these graduate programs,

The Parties agree that, effective January 1, 2011, the provisions set out below shall replace 30.10.3 of the Full-Time Collective Agreement and 24.5 of the Part-Time CAS Agreement:

30.10.3 Special Overload Stipends (full-time agreement)

30.10.3 Effective January 1, 2011, Members teaching in graduate programs for which the University receives no government funding in the School of Business and Economics, namely the Laurier MBA Toronto programs and the Laurier EMTM (Executive Masters in Technology Management) Program, shall be compensated at the rate of \$350 per contact hour.

Within 30 days of the end of each academic term, the University shall provide the Association with a report on the programs under this article listing the names of each Member, the course(s) they participated in, other duties performed, the number of contact hours for which the Member was compensated, and the total compensation paid to all Members for duties performed under 30.10.3.

24.5 Special Overload Stipends (CAS agreement)


24.5 Effective January 1, 2011, Members teaching in graduate programs for which the University receives no government funding in the School of Business and Economics, namely the Laurier MBA Toronto programs and the Laurier EMTM (Executive Masters in Technology Management) Program, shall be compensated at the rate of \$350 per contact hour.

Within 30 days of the end of each academic term, the University shall provide the Association with a report on the programs under this article listing the names of each Member, the course(s) they participated in, other duties performed, the number of contact hours for which the Member was compensated, and the total compensation paid to all Members for duties performed under 24.5.

General:

- (1) Appointments under 30.10.3 and 24.5 above shall, in all other matters, be subject to the terms and conditions of the appropriate collective agreement.
- (2) The Parties agree that on the grounds of fairness and equity, compensation paid on a per course basis shall not be less than payment for regular overload courses under 30.10 of the full-time Agreement. Effective September 1, 2011, the compensation rates under 30.10.3 and 24.5 above shall be adjusted in accordance with the terms of the renewed full-time and CAS collective agreements.
- (3) Under 3.4 of the full-time Agreement, the mill rate for union dues applies to a Member's Reference Salary but not to overload stipends or other payments for administrative or other such duties. Under 3.4 of the CAS Agreement, the mill rate for union dues applies to a Member's total compensation under the agreement. For the sake of consistency and fairness, this letter of understanding shall not change the application of union dues for full-time Members; for CAS Members with appointments under 24.5, for each 36 hours of compensation union dues shall be deducted on the compensation for a one-term graduate course under 24.2.2.2.
- (4) Following receipt of the reports under 30.10.3 and 24.5 above, the Joint Liaison Committee shall review the reports with a view to consider the appropriate balance between the hours of work reported for course instruction and for other duties associated with the coordination and integration of the courses and the program.

On behalf of Wilfrid Laurier University

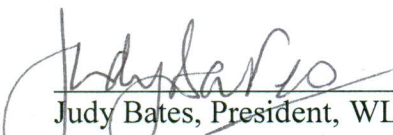


Max Blouw, President, WLU

22 December 2010

Date

On behalf of WLU Faculty Association



Judy Bates, President, WLUFA
LOU #14
Overload stipends in MBA and
EMTM graduate programs
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Date