

LETTER OF UNDERSTANDING

between WILFRID LAURIER UNIVERSITY

and

WILFRID LAURIER UNIVERSITY FACULTY ASSOCIATION

Re: Part-time Music Coach-Accompanists under the terms of the Collective Agreement for Part-time Contract Academic Staff and Part-time Librarians

Whereas the Parties have agreed that Part-time Music Coach-Accompanists belong as Members of the Bargaining Unit for Part-time Contract Academic Staff and Part-time Librarians; and

Whereas under 24.6.5.2 of the Collective Agreement for Part-time Contract Academic Staff and Part-time Librarians, the Parties agreed to establish hourly rates and other terms and conditions regarding seniority and progression through the levels for Music Accompanists;

The Parties agree to the following terms and conditions for Part-time Music Coach-Accompanists:

- (1) Except as modified herein the terms and conditions of employment for Part-time Music Accompanists shall be in accordance with the provisions of the Collective Agreement for Part-time Contract Academic Staff and Part-time Librarians, 2007-2010;
- (2) **Appointment:**
 - (a) under 13.9.2, the Part-time Appointment Committee of the Faculty of Music:

when part-time appointments for music coach-accompanists are being reviewed, the third member of the committee shall be a full-time accompanist or a faculty member from the applicable studio area;
 - (b) under 13.9.3.1, all appointments of music coach-accompanists for music studio courses shall be at one of the following categories: Coach-Accompanist I, Coach-Accompanist II, Coach-Accompanist III, or Coach-Accompanist IV;

(c) Music Coach-Accompanists:

The designation of a Member's category upon initial appointment or upon promotion from one category to the next shall be in accordance with the following criteria:

Coach-Accompanist I:

Music coach-accompanists who have fewer than 500 hours of university-level studio accompanist experience shall be appointed to the category of Coach-Accompanist I;

Coach-Accompanist II:

Music coach-accompanists with a satisfactory record of coach-accompanist experience and 500 or more hours of university-level, or equivalent, studio accompanist experience over not less than two years shall be appointed to the category of Coach-Accompanist II;

Coach-Accompanist III:

Music coach-accompanists with a satisfactory record of coach-accompanist experience and who hold a master's degree in accompanying or collaborative piano and who have a minimum of 750 hours of university-level studio accompanist experience over not less than three years, shall be appointed to the category of Coach-Accompanist III; alternatively, a music coach-accompanist with 1500 hours university-level studio accompanist experience over not less than three years and a recognized performance profile in the local community shall be deemed to have the qualifications equivalent to a master's degree and shall be appointed to the category of Coach-Accompanist III;

Coach-Accompanist IV:

Music coach-accompanists with a satisfactory record of coach-accompanist experience and who hold a master's degree in accompanying or collaborative piano and who have a minimum of 1500 hours of university-level studio accompanist experience over not less than five years, and a nationally recognized reputation exhibited through performances and recordings shall be appointed to the category of Coach-Accompanist IV.

(d) **Promotion:**

The application and procedures on promotion in category of coach-accompanists shall be in accordance with 13.9.4, under the criteria of (c) above;

(e) **Seniority:**

Music coach-accompanists shall accrue seniority hours based on the number of assigned coach-accompanying hours (hereafter referred to as seniority hours) they have completed for coach-accompanying in one of four music studio areas (voice, opera, strings, or winds/brass). A Member

shall be eligible to be evaluated for seniority status as a coach-accompanist in a studio area after accruing 500 seniority hours of coach-accompanying in that studio area in a period of not less than 24 months. Coach-accompanying seniority hours will be tracked in each of the four areas separately and coach-accompanying seniority hours accrued in one studio area (as defined above) will not apply towards seniority status in another studio area. Seniority hours shall be computed from September 1, 2004.

- (f) The application of seniority under 13.6 for coach-accompanists shall apply to a total coach-accompanying load maximum of 750 coach-accompanying hours per academic year.
- (g) The cancellation of contracted work for coach-accompanists shall be in accordance with 13.9.7 Course Cancellation Fee for CAS Studio Instructors in the Faculty of Music;

(3) **Workload:**

Any additional duties or responsibilities undertaken at the request of the Dean shall be subject to 16.9 and be paid at the appropriate hourly rate under 24.6.6 and this letter of understanding;

(4) **Compensation:**

- (a) **24.6.6 Schedule of hourly rates for pay for Music Coach-Accompanists:**

24.6.6.1 Non-Seniority Rate:

September 1, 2007 – December 31, 2007

Category	Hourly base rate Sept. 1, 2007	Pay in lieu of benefits (4% of base rate)	Vacation pay (at 4% of base rate)	Total hourly rate
Coach-Accompanist I	\$33.00	\$1.32	\$1.32	\$35.64
Coach-Accompanist II	\$38.00	\$1.52	\$1.52	\$41.04
Coach-Accompanist III	\$43.00	\$1.72	\$1.72	\$46.44
Coach-Accompanist IV	\$48.00	\$1.92	\$1.92	\$51.84

January 1, 2008 – August 31, 2008 (increase of .83%)

Category	Hourly base rate Jan. 1, 2008	Pay in lieu of benefits (4% of base rate)	Vacation pay (at 4% of base rate)	Total hourly rate
Coach- Accompanist I	\$33.27	\$1.33	\$1.33	\$35.93
Coach- Accompanist II	\$38.32	\$1.53	\$1.53	\$41.39
Coach- Accompanist III	\$43.36	\$1.73	\$1.73	\$46.83
Coach- Accompanist IV	\$48.40	\$1.94	\$1.94	\$52.27

September 1, 2008 – December 31, 2008 (3% increase)

Category	Hourly base rate Sept. 1, 2008	Pay in lieu of benefits (4% of base rate)	Vacation pay (at 4% of base rate)	Total hourly rate
Coach- Accompanist I	\$34.27	\$1.37	\$1.37	\$37.01
Coach- Accompanist II	\$39.47	\$1.58	\$1.58	\$42.63
Coach- Accompanist III	\$46.66	\$1.87	\$1.87	\$50.39
Coach- Accompanist IV	\$49.85	\$1.99	\$1.99	\$53.84

January 1, 2009 – August 31, 2009 (.84% increase)

Category	Hourly base rate Jan. 1, 2009	Pay in lieu of benefits (4% of base rate)	Vacation pay (at 4% of base rate)	Total hourly rate
Coach- Accompanist I	\$34.56	\$1.38	\$1.38	\$37.32
Coach- Accompanist II	\$39.80	\$1.59	\$1.59	\$42.98
Coach- Accompanist III	\$47.05	\$1.88	\$1.88	\$50.81
Coach- Accompanist IV	\$50.27	\$2.01	\$2.01	\$54.29

September 1, 2009 – August, 2010 (3% increase)

Category	Hourly base rate Sept. 1, 2009	Pay in lieu of benefits (4% of base rate)	Vacation pay (at 4% of base rate)	Total hourly rate
Coach- Accompanist I	\$35.60	\$1.42	\$1.42	\$38.45
Coach- Accompanist II	\$40.99	\$1.64	\$1.64	\$44.27
Coach- Accompanist III	\$48.46	\$1.94	\$1.94	\$52.34
Coach- Accompanist IV	\$51.78	\$2.07	\$2.07	\$55.92

24.6.6.2 Seniority Rate:

January 1, 2009 – August 31, 2009 (2% increase over base non-seniority rate)

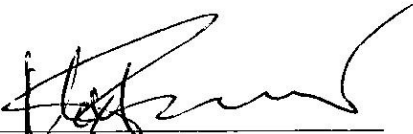
Category	Hourly base rate Jan. 1, 2009 (seniority)	Pay in lieu of benefits (4% of base rate)	Vacation pay (at 4% of base rate)	Total hourly rate
Coach- Accompanist I	\$35.25	\$1.41	\$1.41	\$38.07
Coach- Accompanist II	\$40.60	\$1.62	\$1.62	\$43.85
Coach- Accompanist III	\$47.99	\$1.92	\$1.92	\$51.83
Coach- Accompanist IV	\$51.28	\$2.05	\$2.05	\$55.38

September 1, 2009 – August 31, 2010 (2% increase over base non-seniority rate)

Category	Hourly base rate Sept. 1, 2009	Pay in lieu of benefits (4% of base rate)	Vacation pay (at 4% of base rate)	Total hourly rate
Coach- Accompanist I	\$36.31	\$1.45	\$1.45	\$39.21
Coach- Accompanist II	\$41.81	\$1.67	\$1.67	\$45.15
Coach- Accompanist III	\$49.43	\$1.98	\$1.98	\$53.38
Coach- Accompanist IV	\$52.82	\$2.11	\$2.11	\$57.05

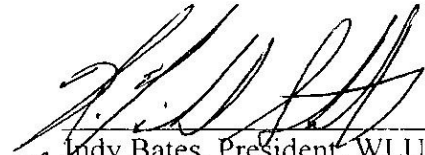
- (b) Music coach-accompanists with seniority status in one stream shall be paid at the appropriate hourly seniority rate in accordance with 24.1.3;

(c) Adjustments in hourly rates of pay shall be retroactive to September 1, 2007;



Max Blouw, President, WLU

Dated: 25/08/08



Judy Bates, President, WLUFA *PAST-PRESIDENT*

Dated: Aug 22/08

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Re: Part-time Music Coach-Accompanists under the terms of the Collective Agreement for Part-time Contract Academic Staff and Part-time Librarians

Whereas the Parties have agreed that Part-time Music Coach-Accompanists belong as Members of the Bargaining Unit for Part-time Contract Academic Staff and Part-time Librarians; and

Whereas in Letter of Understanding #1, the Parties have agreed to establish hourly rates and other terms and conditions regarding seniority and progression through the levels for Music Accompanists;

Whereas the Parties acknowledge there are current part-time coach-accompanists who had appointments in 2007-2008 and anticipated appointments in 2008-2009;

The Parties agree to the following transitional terms for Part-time Music Coach-Accompanists:

1) Membership:

The two part-time coach-accompanists, Stephanie Mara and Lorin Shalanko, who were employed during the 2007-2008 contract year, shall be Members of the Bargaining Unit effective September 1, 2007. These two Members shall be assigned the category of Coach-Accompanist II effective September 1, 2007 and shall be entitled to a retroactive adjustment to their compensation as provided for under 24.6.5.2 for the 2007-2008 contract year.

2) Seniority


Stephanie Mara and Lorin Shalanko shall be entitled to be evaluated for seniority status in an eligible studio area in the next academic term in which the coach-accompanist has an appointment. Seniority hours for Members shall be calculated from the 2004-2005 contract year. The Parties agree that seniority hours for Stephanie Mara and Lorin Shalanko are as set out in Appendix "A", attached.

3) Posting

For the 2008-2009 contract year, the posting requirements in 13.3 shall not apply for the appointment of coach-accompanists who were Members of the Bargaining Unit in 2007-2008.

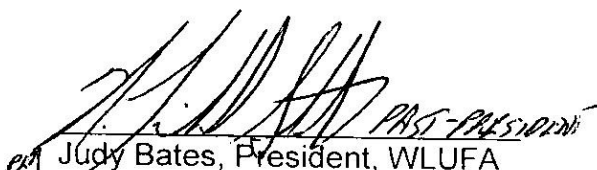
4) Retroactive Pay

Retroactive Pay for work performed since September 1, 2007 shall be paid on or before September 18, 2008.



Max Blouw, President, WLU

Dated: 25/08/08



PAST-PRESIDENT
Judy Bates, President, WLUFA

Dated: Aug 22/08

Appendix "A" – Seniority Hours from September 1, 2004

Stephanie Mara

Instrument	2004-2005	2005-2006	2006-2007	2007-2008
Bassoon		40	70	86.01
Cello	117	162.32	102.66	61.33
Horn		151	137.33	111.33
Oboe				
Sax				
Trombone	69.34	83.34	92.67	81
Trumpet	135.01	172.34	205.84	237.66
Tuba	58.67	53.34	93.67	109.67
Voice				
TOTAL	380.02	662.34	702.17	687

Stephanie Mara – Total Seniority Hours by Area

Area	Hours
Voice	0
Opera	0
Strings	443.31
Winds/Brass	1,988.22

Lorin Shalanko

Instrument	2004-2005	2005-2006	2006-2007	2007-2008
Bassoon	56.34			
Cello				
Horn	144.33			
Oboe				
Sax	126.68	112.67	99.09	95
Trombone				
Trumpet				
Tuba				
Voice				512.67
TOTAL	327.35	112.67	99.09	607.67

Lorin Shalanko – Total Seniority Hours by Area

Area	Hours
Voice	512.67
Opera	0
Strings	0
Winds/Brass	634.11