

**LETTER OF UNDERSTANDING
Between**

**WILFRID LAURIER UNIVERSITY
And the**

WILFRID LAURIER UNIVERSITY FACULTY ASSOCIATION

Re: Vice-Dean in the Full-time Faculty Collective Agreement

Whereas, in accordance with LOU#7 re: Exclusion of Vice-Deans from the WLUFA Full-time Bargaining Unit, a Bilateral Committee was formed to recommend amendments to the Full-time Faculty and Professional Librarians Collective Agreement in order to incorporate the role of the Vice-Dean in procedures governing the terms and conditions of the employment of Faculty Members; and

Whereas, the Bilateral Committee reported its recommendations the Joint Liaison Committee on February 26, 2016;

The Parties agree:

- A. that, rather than include “or Vice-Dean” throughout the collective agreement, the definition of Vice-Dean in the collective agreement shall read as follows:

Vice-Dean

an academic position excluded from the Bargaining Unit that is accountable directly to a Dean and may be delegated to perform management tasks in his/her name, except for those provided in Appendix J.

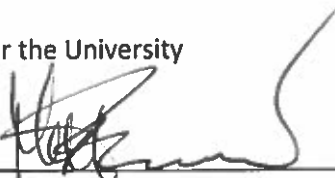
- B. that the Dean cannot delegate to a Vice-Dean the duties and responsibilities in the following articles which will form Appendix J of the *WLUFA Full-time Faculty and Professional Librarian’s Collective Agreement (2014-2017)*:

Description	Article or Letter of Understanding
Conflict of Interest:	9.3.1(b) (refer to 9.3), 9.3.2
University Governance:	11
Appointment of Faculty:	13
Categories of Appointment:	14
Promotion and Tenure of Faculty:	15
Duties, Responsibilities and Workload of Faculty Members:	18.2.2.3, 18.2.5.3, 18.2.8, 18.2.8.1, 18.2.8.6
Administration of Academic Sub-Units:	21.4.1.2, 21.4.1.3(j) & (k), 21.4.2
Department Undergraduate Officers and Graduate Officers	21.7.4

Employment Equity	22
Discipline	26
Phased-in-Retirement Option	29.2.4
Grievances	27
Merit	30.8
Market Fund	30.9
Appendix C:	Canada Research Chairs
LOU #4	School of Internal Policy and Governance positions

C. The exclusion of the duties and responsibilities in Appendix J, do not preclude the Vice-Dean from undertaking any preparation or discovery work on behalf of the Dean.

For the University




Max Blouw, President, WLU

APR - 1 2016

Date

For WLUFA



Michele Kramer, President, WLUFA

Apr - 5, 2016

Date