

**Letter of Understanding
Between
Wilfrid Laurier University
And
The Wilfrid Laurier University Faculty Association
for Full-time Faculty and Professional Librarians**

Re: Art. 32.4.3


Whereas Article 32.4.3 states:

"If both parents are Members, the supplementary employment benefit defined in 32.4.1, may be taken by either parent, or may be shared between the parents of the child."; and

Whereas the Parties agree that this Article disadvantages Members of the Bargaining Unit who are both parents of the child for whom the leave is being taken;

The Parties agree that Article 32.4.3 shall be deleted in its entirety.

For the University




Max Blouw, President, WLU

JUN - 9 2016

Date

For WLUFA



Michele Kramer, President, WLUFA

June 10, 2016

Date