

LETTER OF UNDERSTANDING

B E T W E E N :

WILFRID LAURIER UNIVERSITY

- and -

WILFRID LAURIER FACULTY ASSOCIATION

Vacation Pay for Part-Time Contract Academic Staff and Part-Time Librarians

WHEREAS the parties acknowledge that Bill 148, the *Fair Workplaces, Better Jobs Act, 2017* amends the *Employment Standards Act, 2000* (the "ESA") to provide for 6% vacation pay to employees with a period of employment of 5 years or more effective January 1, 2018; and

WHEREAS the university has an obligation to be compliant with the *Employment Standards Act, 2000* (the "ESA"); and

WHEREAS the Parties desire to update the Collective Agreement to reflect the Employer's obligations under Bill 148;

The Parties agree to use the date of hire to define a period of active and inactive employment for the purpose of vacation entitlement, save and except those where there has been a break in service of 36 months or greater, in which case Article 13.7.1.1 deems the employment relationship to have severed; and

The Parties agree that the language of the Collective Agreement for Contract Academic Staff and Part-time Librarians between Wilfrid Laurier University and the Wilfrid Laurier University Faculty Association shall be amended as follows:

25.2 CAS Members' Salary for Undergraduate and Graduate Courses:

The compensation for teaching a one-term course (0.5 credit weight), including courses taught on the Brantford campus, but excluding Online Learning Courses and courses taught in the off-campus degree or diploma programs in the Lazaridis School of Business and Economics, shall be the

base rate plus 4% in lieu of benefits, and vacation pay in accordance with *Employment Standards Act, 2000* (the "ESA").

25.6 Music Studio Instructors, Music Therapy Supervisors and Music Coach-Accompanists:

25.6.1 Each Member employed as a Music Studio Instructor, Music Therapy Supervisor, or Music Coach-Accompanist shall have an hourly base rate of pay. In addition, each Member shall receive 4% of the hourly base rate in lieu of benefits, and a % of the hourly base rate as vacation pay in accordance with *Employment Standards Act, 2000* (the "ESA").

2. Retroactive to January 2018, the tables in 25.2 shall be amended as follows:

Amended Tables:

No Changes:

Effective Sept 1, 2016	Base	Benefits	Vacation	Salary
Undergraduate Rate	\$7,199.08	\$287.96	\$287.96	\$7,775.00
Graduate Non-Seniority Rate	\$7,283.74	\$291.35	\$291.35	\$7,866.44
Graduate Seniority Rate	\$7,434.75	\$297.39	\$297.35	\$8,029.53

No Changes:

Effective Sept 1, 2017	Base	Benefits	Vacation	Salary
Undergraduate and Graduate Rate	\$7,407.40	\$296.30	\$296.30	\$8,000.00
Graduate Seniority Rate	\$7,434.75	\$297.39	\$297.39	\$8,029.53

New:

Effective Jan 1, 2018	Base	Benefits	Vacation*		Salary	
			< 5 years	≥ 5 years	< 5 years	≥ 5 years
Undergraduate and Graduate Rate	\$7,407.40	\$296.30	\$296.30	\$444.44	\$8,000.00	\$8148.14
Graduate Seniority Rate	\$7,434.75	\$297.39	\$297.39	\$446.09	\$8,029.53	\$8178.23

Amended:

Effective Sept 1, 2018	Base	Benefits	Vacation*		Salary	
			< 5 years	≥ 5 years	< 5 years	≥ 5 years
All Rates	\$7,500.00	\$300.00	\$300.00	\$450.00	\$8,100.00	\$8250.00

*Vacation rates subject to changes in the *Employment Standards Act, 2000* (the "ESA")

3. The tables in 25.6.4, 24.6.5 and 25.6.6 shall be amended, consistent with changes to the tables in 25.2, with the *Employment Standards Act, 2000* (the "ESA") defining the level of vacation pay for hourly-paid Members in Music.

5. This Letter of Understanding will be appended to and will form part of the current Collective Agreement between the parties.

6. By the signature of authorized representatives hereunder the parties agree to the terms and conditions of this Letter of Understanding.

7. This Letter of Understanding may be signed in any number of counterparts with the same effect as if all parties had signed the same document. All counterparts, including facsimile or email pdf signatures shall be construed together and shall constitute one and the same agreement.

Wilfrid Laurier University


Per: Deborah MacLatchy, President

JUL 24 2018

Date

Wilfrid Laurier University Faculty
Association


Per: David Monod, President

24/07/18

Date