

LETTER OF UNDERSTANDING

Between

WILFRID LAURIER UNIVERSITY

and the

WILFRID LAURIER UNIVERSITY FACULTY ASSOCIATION

Re: COVID-19 Outbreak

Whereas neither a Full-time Faculty Member nor a Contract Faculty Member can be required to introduce information technology to a course (18.3.3, 16.7.1), nor can they be required to change the mode of delivery of a course (18.3.4, 16.7.2); and

Whereas a Full-time Faculty Member is not normally assigned an Online Learning course without their consent (18.4.3); and

Whereas the current outbreak of COVID-19 due to the novel coronavirus has necessitated the cancellation of face-to-face instruction for the remainder of Winter term, 2020; and

Whereas information technology and online learning will be used to substitute for in-person class(es);

The Parties therefore agree to the following provisions:

- a) Articles 18.3.3 and 18.3.4 of the Full-time Collective Agreement (FT CA), and 16.7.1 and 16.7.2 of the Contract Faculty Collective Agreement (CTF CA) will be waived during the current COVID-19 outbreak;
- b) Articles 18.3.5 (FT CA) and 16.7.3 (CTF CA) (access to computer equipment) will still apply;
- c) Articles 18.3.7 (FT CA) and 16.7.5 (CTF CA) (training for information technology) will still apply;
- d) Full-time Members and Contract Faculty Members will retain intellectual property rights to all of their course materials as outlined in their respective Collective Agreements;
- e) the Parties will consider the effects of the use of information technology and online learning on performance evaluations and workload during the current COVID-19 outbreak, and will make any necessary adjustments;
- f) where a Contract Faculty Member has a signed letter of appointment for a Spring (including Intersession and Summer Session) course, and if it is decided to cancel in-class sessions, and that course cannot be offered online, for feasibility or pedagogical reasons, the course will be postponed without loss of pay for the Contract Faculty Member;
- g) appropriate accommodations under the AODA will be made for Full-time Members and Contract Teaching Faculty Members if required;
- h) there will be consultation between the Parties as changing circumstances may make necessary; and

LOU #29 - Full-time Collective Agreement (2017-2020)

LOU #04 - CTF Collective Agreement (2019-2022)

COVID-19 Measures

- i) should the current COVID-19 outbreak necessitate the continued cancellation of face-to-face instruction past Spring term, the Parties will meet by July 1, 2020 to review the COVID-19 measures and this LOU.

For the University

For WLUFA



Deborah MacLatchy, President, WLU

David Monod, President, WLUFA

March 13, 2020
Date

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Date