

**LETTER OF UNDERSTANDING**

**Between**

**WILFRID LAURIER UNIVERSITY**

**and the**

**WILFRID LAURIER UNIVERSITY FACULTY ASSOCIATION**

**(Resolution to Grievance No. 028-2012)**

**Re: Eligibility for Seniority Status under Article 13.6.2.2 of the Collective Agreement for Part-time Contract Academic Staff and Part-time Librarians**


Whereas the intention of Article 13.6.2.2 of the Collective Agreement is to allow adequate opportunity for assessment of a Member's teaching prior to evaluation for seniority, and

Whereas more clarity is needed in Article 13.6.2.2, and

Whereas there is inconsistency in determining when Members are considered eligible for seniority status;

The Parties agree that a Member shall be eligible for seniority status when all of the following conditions have been met:

- (a) The Member has accrued at least three (3) seniority points in a course or substantially similar course;
- (b) At least 24 months have elapsed since the Member first began teaching the course;
- (c) The Member has not had a break in service of five (5) or more consecutive academic terms if the Member's points in the course were all accrued in one term.

  
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Max Blouw, President, WLU

29/11/12  
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Date

  
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Judy Bates, President, WLUFA

Dec 6, 2012  
\_\_\_\_\_  
Date