

LETTER OF UNDERSTANDING

. between WILFRID LAURIER UNIVERSITY

and

WILFRID LAURIER UNIVERSITY FACULTY ASSOCIATION

**RE: IMPLEMENTATION OF THE NEW COLLECTIVE AGREEMENT FOR
PART-TIME CONTRACT ACADEMIC STAFF AND PART-TIME LIBRARIANS**

SEPTEMBER 1, 2007 – AUGUST 31, 2010

Unless otherwise agreed to by the Parties in this letter of transition, or specifically stated in the text of the Agreement, the terms of the 2007-2010 Collective Agreement come into effect on September 1, 2007.

For the sake of clarity and in order to facilitate the orderly implementation of the Collective Agreement (September 1, 2007 - August 31, 2010), the Parties agree to the following provisions affecting the articles specified below:

Article 4

4.2.2 The facilities for secure storage of confidential materials and personal belongings shall be in place by September 1, 2008.

Article 11

11.2 All amendments shall take effect starting May 1, 2008 and shall not be applied retroactively.

Article 13

The terms of appointment and seniority of Members appointed effective September 1, 2007, and/or January 1, 2008 shall be subject to the terms of the 2004-2007 Collective Agreement. Appointments effective May 1, 2008 shall come under the terms of the 2007-2010 Collective Agreement. Procedures for appointments and for seniority status initiated after the date of ratification (April 7, 2008) shall come under the terms of the 2007-2010 Agreement.

13.8 The application of the cancellation fee shall take effect May 1, 2008.

Article 16

The duties, responsibilities and workload of Members appointed to teach in the Fall 2007 and Winter 2008 terms shall be subject to the terms of the 2004-2007 Collective Agreement. The duties, responsibilities and workload for Members with appointments commencing May 1, 2008 shall come under the terms of the 2007-2010 Agreement.

- 16.3.7 Appointments for instruction in courses with lab sections in the Fall 2007 and Winter 2008 terms shall be subject to the terms of the 2004-2007 Collective Agreement. Appointments for the instruction of courses with lab sections commencing May 1, 2008 shall come under the terms of the 2007-2010 Agreement.
- 16.3.9.1(c) Eligibility to receive the marking/grading allowance or marking/grading assistance under 16.3.9.1 for appointments in the Fall 2007 and Winter 2008 terms shall be subject to the terms of the 2004-2007 Collective Agreement. Eligibility to receive the allowance under the terms of the 2007-2010 Agreement shall be effective May 1, 2008. The rate for the allowance set out in 20X.2 shall be applied retroactively to September 1, 2007.
- 16.3.9.2 Eligibility to receive marking/grading assistance under the terms of the 2007-2010 Agreement shall be effective May 1, 2008.
- 16.3.14 The application of any maximum limit on class size shall apply for appointments commencing May 1, 2008.
- 16.6.1 The application of any appointment for academic responsibilities outside of the responsibilities in teaching a course shall apply for appointments commencing May 1, 2008. The revised rate of the hourly compensation for duties performed under this clause shall be effective May 1, 2008.
- 16.10.2.2 The application of the duties and responsibilities for Members for any appointment to teach a Distance Education course shall apply for appointments commencing May 1, 2008.
- 16.11 The application of the duties and responsibilities for Members with a music studio or music therapy appointment in addition to the instruction of individual students shall apply for appointments commencing May 1, 2008. The rate of the hourly compensation for duties performed under this clause shall be effective May 1, 2008.

Article 20

All amendments shall take effect starting May 1, 2008.

Article 22

All matters giving rise to grievance or other claims which arose within 15 working days prior to the coming into effect of the new Collective Agreement shall be continued pursuant to the terms and conditions as set out in the 2004-2007 Collective Agreement. All grievances or other claims which arose as of April 7, 2008 shall be dealt with under the terms and conditions of the 2007-2010 Collective Agreement.

Article 23

- 23.3 The increase in fees for athletic facility use and parking fees shall be effective May 1, 2008.

Article 24

24.2.1 and 24.2.2

Retroactive salary for courses taught in the Winter 2008 term shall be paid in the regular April 2008 pay (April 18, 2008). Retroactive salary for courses taught in Fall 2007 term shall be paid on or before May 18, 2008.

- 24.2.4 The course cancellation fee for Members appointed effective September 1, 2007 for the Fall 2007 and January 1, 2008 for the Winter 2008 terms shall be subject to the terms of the 2004-2007 Collective Agreement. The course cancellation fee in the 2007-2010 Agreement shall apply for appointments commencing May 1, 2008.

- 24.4.2 Retroactive compensation for Distance Education courses taught in the Winter 2008 term shall be paid in the regular April 2008 pay (April 18, 2008). Retroactive compensation for courses taught in Fall 2007 term shall be paid on or before May 18, 2008.

24.4.3 and 24.4.4

Retroactive compensation for the additional rate per student for courses taught in the Winter 2008 and Fall 2007 terms shall be paid on or before May 18, 2008.

24.6.4 & 24.6.5

Retroactive pay for music studio instruction and music therapy supervision in the Winter 2008 term shall be paid in the regular April 2008 pay (April 18, 2008). Retroactive pay

for music studio instruction and music therapy supervision in the Fall 2007 term shall be paid on or before May 18, 2008.

24.6.4.3 The schedule of pay for duties in addition to studio instruction for Members appointed effective September 1, 2007 for the Fall 2007 term and January 1, 2008 for the Winter 2008 term shall be subject to the terms of the 2004-2007 Collective Agreement. The application of the schedule of pay for duties in addition to studio instruction in the 2007-2010 Agreement shall be effective May 1, 2008.

Article 26

The provisions for Members teaching in more than one academic unit shall be effective May 1, 2008.

Article 20X

20X.4 The application of the schedule of pay for supervising and advising undergraduate and graduate students in the 2007-2010 Agreement, as set out in Schedule E, shall be effective May 1, 2008.

20X.5 The application of the hourly rate for additional academic or librarian practice responsibilities in the 2007-2010 Agreement shall be effective May 1, 2008.

20X.7 The application of amendments to PER expenditures for CAS Members shall be effective May 1, 2008. The application of amendments to PER expenditures for Librarian Members under 20X.7.2 shall be effective September 1, 2007.

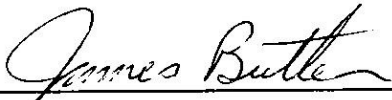
20X.8 \$25,000 shall be available for research grants in the September 1, 2007 -- August 31, 2008 contract year. Unspent monies shall be available in the 2008 -- 2009 contract year subject to the maximum under 20X.8.2.

20X.9 No less than three research support grants shall be available in the September 1, 2007 -- August 31, 2008 contract year. Members who received research support grants in the fall term of 2007 and winter term of 2008 shall receive retroactive pay for the period of the grant. Any unspent monies shall be subject to 20X.9.2 of the 2007-2010 Collective Agreement.

Article 27

27.3 The University shall provide revised reports of courses taught by non-Members as paid overload under the terms of the 2007-2010 Collective Agreement for the fall term of 2007 and for the winter term of 2008, along with the report for the spring term of 2008 within 30 days of the end of the spring term.

DATED MAY 8, 2008



for Wilfrid Laurier University



for WLUFA