

LETTER OF UNDERSTANDING

Between

WILFRID LAURIER UNIVERSITY

and the

WILFRID LAURIER UNIVERSITY FACULTY ASSOCIATION

Re: Exclusion of Associate University Librarians from the Bargaining Unit

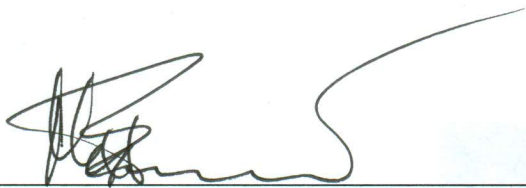
Whereas the Parties have agreed to exclude the position of the Associate University Librarian from the Bargaining Unit, and

Whereas the Collective Agreement will need to be amended to incorporate the role of Associate University Librarian(s) in procedures governing the terms and conditions of employment of Librarian Members,

The Parties agree that there shall be no more than two Associate University Librarians appointed during the term of this Agreement;

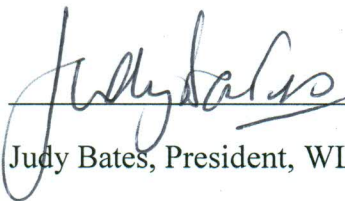
The Parties further agree that a joint bilateral committee shall be appointed to make recommendations to the Parties on the position of Associate University Librarian(s) and amendments to the Collective Agreement on the following:

- (a) Hiring process, search committee, term of office, and renewal procedures for Associate University Librarian(s);
- (b) Associate University Librarian(s) under Article 9: Conflict of Interest, and under Article 11: University Governance;
- (c) Associate University Librarian(s) and the administration of the Collective Agreement:
 - (i) Article 14: Appointment of Librarians
 - (ii) Article 16: Promotion and Continuing Appointment of Librarians
 - (iii) Article 17: Leaves
 - (iv) Article 19: Librarians' Workload, including Annual Report of Activities
 - (v) Article 21.6: Department Heads in the Library
 - (vi) Article 27: Grievance and Arbitration
 - (vii) Article 30.8: Merit Award
- (d) Any other matters that the Parties or the bilateral committee consider relevant to the appointment and responsibilities of Associate University Librarians under the articles of the Collective Agreement.



Max Blouw, President, WLU

July 20, 2012
Date



Judy Bates, President, WLUFA

July 30, 2012
Date