

LETTER OF UNDERSTANDING (LOU)
Between
WILFRID LAURIER UNIVERSITY
And the
WILFRID LAURIER UNIVERSITY FACULTY ASSOCIATION

Re: Article 30.7: Salary Anomaly

Whereas, Articles 30.7 of the WLUFA Collective Agreement for Full-time Faculty and Professional Librarians (2014-2017) requires that a bilateral committee be formed to review salary anomalies and identify gender-based salary differentials within the Bargaining Unit; and

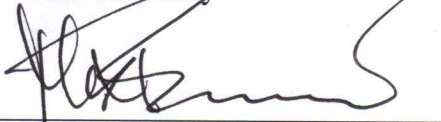
Whereas, the bilateral committee for the contract term 2014-2017 has provided a report dated February 15, 2017, recommending gender-based pay adjustments for female Associate and Full Professors who were employed July 1, 2014; and

Whereas, the University has agreed to implement the recommended gender-based pay adjustments effective July 1, 2016, along with a joint working committee to develop programming aimed at preventing the re-emergence of gender wage gaps, and

Whereas, the implementation of the gender-based pay adjustments for female Associate and Full Professors addresses the current gender wage gap for female full-time faculty members at Laurier.

The Parties agree to the removal of Article 30.7 from the WLUFA Full-time Faculty and Professional Librarians' Collective Agreement. Instead, the Parties agree to implement a Bilateral Committee on Systemic Equal Pay Issues to develop practices aimed at preventing gender and other systemic wage gaps, and to ensure equitable compensation and employment practices.

For the University

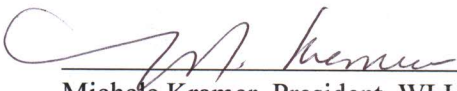


Max Blouw, President, WLU

APR 17 2017

Date

For WLUFA



Michele Kramer, President, WLUFA

April 19, 2017

Date