

**LETTER OF UNDERSTANDING
Between**

**WILFRID LAURIER UNIVERSITY
And the**

WILFRID LAURIER UNIVERSITY FACULTY ASSOCIATION

Re: Arts Global Experience (AGX) Program, GS392 (0.5) and GS393 (1.0)

Whereas the Global Studies Program is offering two new irregular courses, GS392 (0.5) and GS393 (1.0), that will accompany students' volunteer and internship placements abroad during the Spring term; and

Whereas each course is identical in structure, with only the duration of the placement and the length of academic outputs differing, with GS392 being a minimum of 4 weeks and GS393 being a minimum of 8 weeks; and

Whereas there will not be any class preparation or classroom contact hours and all discussion will take place online; and

Whereas the experiential course is one course with two course numbers for the purposes of indicating the length of time of the students' placement;

The Parties agree that the following will determine the salary for the course when taught by a CAS Member or by a full-time faculty Member on an overload stipend. The salary will be prorated based on the assumption that each student taking GS393 (the 1.0 credit course) will require the equivalent of 3 hours of contact time in a regular 36-hour course and each student taking GS392 (the 0.5 credit course) will require the equivalent of 1.5 hours of contact time in a regular 36-hour course. A formula based on the stipend amount in Article 25.2 of the Part-time CAS and Part-time Librarians Collective Agreement and Article 30.10.1 of the Full-time Faculty and Professional Librarians Collective Agreement will be used for pro-rating purposes.

For CAS:

Total contact hour equivalents ÷ 36 x Base rate + benefits + vacation

For Full-time Faculty:

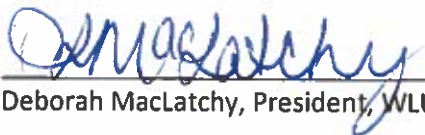
Total contact hour equivalents ÷ 36 x Overload Stipend

Examples of proposed stipend pro-rating formula for Contract Faculty teaching in the GSE (based on Sept 1, 2018 stipend)			
Example Scenarios	Scenario A	Scenario B	Scenario C
0.5 Credit Students	10	12	14
Total Credits	5	6	7
Equivalent contact hours	15	18	21
1.0 Credit Students	4	6	8
Total Credits	4	6	8
Equivalent Contact Hours	12	18	24
Total Students	14	18	22
Total Credits	9	12	15
Total Contact Hours	27	36	45
CAS salary, based on pro-rating formula	\$5,625 + benefits + vacation pay	\$7,500 + benefits + vacation pay	\$9,375 + benefits + vacation pay
FT salary, based on pro-rating formula	\$6,037.50	\$8,050	\$10,062.50

In addition, whereas, CAS offers of appointment are made by March 15, the Parties agree that for CAS enrolment numbers as of that date will be used to determine compensation for the purposes of salary and final student numbers will be reconciled on the official count date for both CAS and full-time faculty.

This LOU will expire August 31, 2020 and be reviewed at that time in consideration of renewal.

For the University



Deborah MacLatchy, President, WLU

For WLUFA



David Monod, President, WLUFA