

LETTER OF UNDERSTANDING

Between

WILFRID LAURIER UNIVERSITY

and the

WILFRID LAURIER UNIVERSITY FACULTY ASSOCIATION

**Re: Article 27.6.1.5 (Full-time Collective Agreement)
Article 23.6.1.6 (CTF Collective Agreement)**

Whereas both the Collective Agreement for Full-time Faculty and Professional Librarians and the Collective Agreement for Contract Teaching Faculty and Part-time Professional Librarians require that a letter explaining the denial of a grievance at Step I be copied to the grievor (Articles 27.6.1.5 and 23.6.1.6, respectively); and

Whereas a Step I grievance denial letter may contain information about other Bargaining Unit Members that is confidential and should not be disclosed to the grievor; and

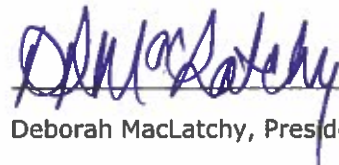
Whereas both Parties desire that a Step I response provide the information necessary for a complete explanation of the denial of a grievance;

Therefore, the Parties agree that Articles 27.6.1.5 and 23.6.1.6 be amended as follows:

27.6.1.5 In the event that the Association Grievance Officer and the Dean or UL, as the case may be, cannot resolve the grievance within 10 working days after the date of the first meeting specified in 27.6.1.3, then the Dean or UL, as the case may be, shall within 3 working days after the expiration of this period, forward in writing to the Association Grievance Officer reasons for denying the grievance with a copy to the Association ~~and to the grievor.~~

23.6.1.6 In the event that the Association Grievance Officer and the Dean or UL, as the case may be, cannot resolve the grievance within 10 working days after the date of the first meeting specified in 23.6.1.3, then the Dean or UL, as the case may be, shall within 3 working days after the expiration of this period, forward in writing to the Association Grievance Officer reasons for denying the grievance with a copy to the Association ~~and to the Grievor.~~

For the University



Deborah MacLatchy, President, WLU

FEB 13 2020

Date

For WLUFA



David Monod, President, WLUFA

14 / 02 / 20

Date