

LETTER OF UNDERSTANDING

between

WILFRID LAURIER UNIVERSITY

and the

WILFRID LAURIER UNIVERSITY FACULTY ASSOCIATION

Re: transition from 2016-2019 benefits provisions to 2019-2022 benefits provisions

Whereas the 2016-2019 Collective Agreement for Contract Academic Staff and Part-time Librarians states that:

- CAS Members who taught 4 or more one-term courses or equivalent during the previous academic year, and part-time contract librarians who worked a minimum of 910 hours, are eligible to join the benefits plan(s),
- Members shall be notified of their eligibility by August 31,
- eligible Members who wish to enrol in benefits plan(s) must do so by September 30, and
- benefits coverage is provided for 12 months from September 1-August 31; and

Whereas the 2019-2022 Collective Agreement for Contract Teaching Faculty and Part-time Librarians states that:

- CTF Members who taught 3 or more one-term courses or equivalent during the previous academic year, and part-time contract librarians who worked a minimum of 910 hours, are eligible to join the benefits plan(s), Members shall be notified of their eligibility by October 31,
- eligible Members who wish to enrol in benefits plan(s) must do so by December 10, and
- benefits coverage is provided for 12 months from January 1-December 31; and

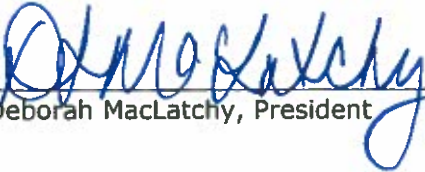
Whereas the 2019-2022 Collective Agreement provides for the possibility of benefits plans different from those available under the 2016-2019 Collective Agreement, and with different premiums;

Therefore, the Parties agree to the following transition language for 2019-2020:

1. Members in the old plan(s) who continue to be eligible and who wish to continue with coverage in 2020 must notify the University by September 30, 2019, and their coverage will continue in the current benefits plan(s) until December 31. They will be able to transition to the new plan(s) if they choose to do so. Members who choose not to join the new plan(s) will have the option of withdrawing.
2. Members who become eligible for the first time under the 2016-2019 Collective Agreement will be notified by October 1, 2019 and if they choose to join the current benefits plan(s), they will be required to enrol in the current plan(s) in September. They will be able to transition to the new plan(s) if they choose to do so. Members who choose not to join the new plan(s) will have the option of withdrawing.

3. Members who become eligible for the first time under the 2019-2022 Collective Agreement will be notified in August and if they choose to join the new benefits plan(s), they will be required to enrol in the new plan(s) in December.

On behalf of Wilfrid Laurier University


Deborah MacLatchy, President

OCT 07 2019

Date

On behalf of WLU Faculty Association


David Monod, President, WLUFA

10/10/2019