

LETTER OF UNDERSTANDING  
Between

WILFRID LAURIER UNIVERSITY  
And the

WILFRID LAURIER UNIVERSITY FACULTY ASSOCIATION

Re: **Article 18.2.5.2 Term Free of Teaching for Candidacy Appointments**

Whereas, Article 18.2.5.2 of the *WLUFA Full-time Faculty and Professional Librarians Collective Agreement (2020-2023)* provides for a term free of teaching for Members hired to a Provisional Appointment; and

Whereas, there are Members who are hired directly into a Candidacy appointment; and

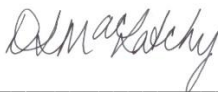
Whereas, we do not wish to disadvantage them in the tenure process.

The Parties agree to the following changes to Article 18.2.5.2

**18.2.5.2** In fulfillment of its commitment to Members' research and scholarly activities under 18.1, and 18.2.5.1, Members appointed to Provisional Appointments shall have a teaching term free of assigned teaching duties once during the period of the provisional appointment. Additionally, Members hired into Candidacy Appointments shall have a teaching term free of assigned teaching duties once during the period of the Candidacy appointment. The scheduling of the term free of assigned teaching duties shall be subject to the agreement of the Member, the Department Chair or equivalent, and the Dean. If no agreement can be reached, the Dean shall assign the term free of teaching duties. The teaching load of the Member for the academic year in which the term free of teaching will be taken will be one half of the normal teaching load of the academic sub-unit or equivalent. When the normal teaching workload is 5 one-term courses, such a Member's teaching load shall be 3 one-term courses. When the normal teaching load is 6 one-term courses, such a Member's teaching load shall be 4 one-term courses. During the term free of assigned teaching duties, the Member's eligibility to teach overload courses is defined in 18.2.8.1.

For the University

For WLUFA



Deborah MacLatchy, President, WLU

David Monod, President, WLUFA

26 February 2021

3 March 2021

Date

Date