

## MINUTES OF SETTLEMENT

**Between:**

**UNIVERSITY OF WINDSOR**

(the "University")

-and-

**WINDSOR UNIVERSITY FACULTY ASSOCIATION**

(the "Association")

**RE: Grievance Number 0527 (the "Grievance")**

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WHEREAS the Association filed the Grievance alleging the University deliberately failed to send out letters of appointment to sessional instructors in the Faculty of Arts, Humanities and Social Sciences at least eight weeks before commencement of 2014 Intersession classes;

AND WHEREAS the University and Association have acknowledged that in the circumstances the following terms and conditions are an appropriate resolution of this matter;

NOW THEREFORE in consideration of the mutual covenants contained herein, the parties agree as follows:

1. Upon request by the affected sessional instructor, the University shall not utilize the sessional instructor's course evaluations, including average instructor SETs, in future appointment decisions.
2. Notwithstanding paragraph 1 above, all sessional instructors shall earn the appropriate sessional course seniority for all courses taught in 2014 Intersession.
3. The parties confirm that these Minutes of Settlement constitute the entire agreement between the parties as it relates to the Grievance.
4. These Minutes of Settlement are being entered into by the parties on a without prejudice basis and are not precedent setting or admissible in any proceeding other than a proceeding relating to this settlement.
5. The Association confirms and acknowledges that these Minutes of Settlement have been entered into voluntarily, are appropriate in the circumstances and will


not be challenged at any time by the Association except as expressly provided herein.

6. The Association shall withdraw the Grievance.

Dated at Windsor, Ontario, this 30<sup>th</sup> day of July, 2014

University of Windsor

Per:

  
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Dr. Bruce Tucker

University Of Windsor Faculty Association

Per:

  
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Dr. Anne Forrest