

MINUTES OF SETTLEMENT

Between:

UNIVERSITY OF WINDSOR

(the "University")

-and-

WINDSOR UNIVERSITY FACULTY ASSOCIATION

(the "Association")

Re: Grievance #0553 (Policy Grievance)

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 Fall 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 2015 Fall.
3. The University hereby commits to drafting a policy stipulating that with respect to late appointments, sessional members shall have the right to inform the AAU Head/Director and/or Dean not to utilize the course evaluation in future appointment decisions. The sessional members will, however, receive their appropriate sessional course seniority.

4. The parties confirm that these Minutes of Settlement constitute the entire agreement between the parties as it relates to the Grievance.
5. These Minutes of Settlement are being entered into by the parties on a with prejudice basis and are precedent setting.
6. 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.

Dated at Windsor, Ontario, this 5 day of February, 2015

University of Windsor

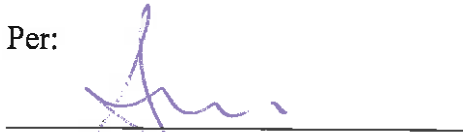
Per:



Dr. Bruce Tucker

University Of Windsor Faculty Association

Per:



Prof. Anne Forrest