MINUTES OF SETTLEMENT

Between:

UNIVERSITY OF WINDSOR

(the "University")

-and-

WINDSOR UNIVERSITY FACULTY ASSOCIATION

(the "Association")

Re: Grievance Number 0864 (Policy Grievance)

WHEREAS the Association filed the Policy Grievance regarding the application of the qualifications and appointments criteria for sessional appointments in the Odette School of Business in Intersession/Summer Session 2011;

AND WHEREAS an arbitration hearing was to be scheduled on this matter;

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. The University shall continue to utilize the Sessional Hiring Template, attached hereto as Schedule "A".

2. The University shall provide mandatory training to all Deans and AAU Heads regarding how to utilize and complete the Sessional Hiring Template. WUFA shall be consulted during the development of the training program. In this regard, the parties agree that all training shall be completed prior to the commencement of the selection process for sessional appointments for courses to be taught in the fall of 2012.

3. The parties agree that a representative from the Association may be present for all training sessions referenced in paragraph 2 above.

4. In the event that the University intends to waive the requirement for any particular department to utilize the Sessional Hiring Template, it shall advise the Association in writing of such waiver at least seven (7) days in advance of the commencement of the selection process.

5. The parties confirm that these Minutes of Settlement constitute the entire agreement between the parties as it relates to the Grievance.

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.

7. The Association shall withdraw the Grievance.

Dated at Windsor, Ontario, this 2nd day of March, 2012

University of Windsor

Per:

Bruce Tucker

Dated at Windsor, Ontario, this 2nd day of March, 2012

University Of Windsor Faculty Association

Per: