

MINUTES OF SETTLEMENT**THE UNIVERSITY OF WINDSOR**

(hereinafter the "University")

-and-

WINDSOR UNIVERSITY FACULTY ASSOCIATION

(hereinafter "WUFA")

WHEREAS the University and WUFA are parties to a collective agreement that expires on June 30, 2014;

AND WHEREAS the University made agreements on voluntary early retirement with a number of Faculty members in Appendix "A" who have accepted such offers and retired;

AND WHEREAS WUFA filed an Ontario Labour Relations Board Application bearing Board file number 0843-11-U;

AND WHEREAS by Board Decision dated October 18, 2011, the Board ordered the matter referred to arbitration by way of a grievance;

AND WHEREAS the parties wish to resolve these outstanding matters;

NOW THEREFORE in consideration of the mutual covenants contained herein, it is agreed as follows:

1. The parties hereto agree that the University and individual members set out in Appendix "A" were not permitted to enter into the retirement agreements;
2. The University confirms and undertakes it will not make any agreements on voluntary early retirement with a member of the bargaining unit who has attained the age of 65;
3. The parties agree that the University shall cease and desist from entering into voluntary contract terminations with any member who has attained the age of 65;
4. The University shall pay to WUFA the sum of \$60,000.00 as damages for costs thrown away in pursuit of the herein described Board claim and subsequent grievance, without prejudice or precedent;

5. The parties agree that this settlement resolves all issues and claims arising pursuant to Board file number 0843-11-U.

DATED AT WINDSOR, ONTARIO, this 25th day of November, 2013.

FOR THE UNIVERSITY OF WINDSOR

FOR THE WINDSOR UNIVERSITY
FACULTY ASSOCIATION

Per: Bruce Tucker

Per: B. E. Brown

Per: Bruce Tucker

Per: BRIAN E. BROWN

APPENDIX "A"

Irv Goldman

Kai Hildebrandt

Reza Lashkari

Larry Morton

Bob Orr

Stuart Page