

**Memorandum of Understanding – 7      ARTICLE 4.5 C (Limits to the LTF and  
Temporary Instructor Complement)**

- A. The Faculty Association agrees to withdraw its grievance in respect of Article 4.3.B. and 4.6.C. dated April 27, 2005.
- B. The parties agree that Article 4.6.C. is inoperative (suspended) until June 30, 2011.
- C. The parties agree that no rights arbitrator shall entertain any grievance surrounding any and all issues regarding the interpretation, application or administration of Article 4.6.C during the suspension period in 2.) above (i.e. before June 30, 2011). Further, the Faculty Association agrees that it will not file a grievance surrounding any and all issues regarding the interpretation, application or administration of Article 4.6.C. during the suspension period in B above (i.e. before June 30, 2011).
- D. The parties agree that the Article 4.6.C. limits and percentages will become operative effective July 1, 2011 as targets the University will strive to achieve during the July 1, 2011 to June 30, 2014 time period. Further, the parties agree that no rights arbitrator shall entertain any grievance surrounding any and all issues regarding the interpretation, application or administration of Article 4.6.C during the time period of July 1, 2011 to June 30, 2014. Further, the Faculty Association agrees that it will not file a grievance surrounding any and all issues regarding the interpretation, application or administration of Article 4.6.C. during the time period July 1, 2011 to June 30, 2014.
- E. The parties agree that any and all issues surrounding 4.6.C cannot be raised with an interest arbitrator up to and including June 30, 2014.
- F. The parties agree that Article 4.6.C. can be only be changed/modified, prior to June 30, 2014, with the consent of the parties. Changes to Article 4.6.C cannot be made as a result of arbitration.
- G. On March 31st of each year of this Agreement the University agrees to provide the Faculty Association with information regarding the complement and staffing information relative to 4.6.C.
- H. During the time period July 1, 2010 to December 31, 2013 the parties agree to establish a joint committee to review the information regarding the complement and staffing information relative to Article 4.6.C.
  - 1. The purpose of this committee will be to discuss issues surrounding Article 4.6.C and to develop appropriate recommendations to deal with such issues, if feasible.

2. The joint committee will be composed of three (3) members of the Association, named by the Executive of the Association, and three (3) members of the administration of the University, named by the University. The committee may, by mutual agreement, invite additional members for some or all of their deliberations.
3. The committee shall submit its findings and recommendations, if any, to the Vice-Provost, Faculty Affairs and to the President of the Faculty Association no later than December 31, 2013.
4. The principals shall meet jointly to review the recommendations. If there are recommendations that are mutually agreed to, they shall decide if any should be implemented and if so, shall determine the timing of such implementation.
5. It is understood that the recommendations emanating from this committee must first be ratified by each of the parties subject to their own respective internal procedures before they can be implemented.