

Article	Clause(s)	Process	Deadlines	Comments/Suggested Actions
Annual Performance Evaluation	7	Copies of the procedures and criteria shall be made available to Members, in the Faculty or Department or School office, as applicable, and a copy shall be sent to the Association.	30-Mar	Continue as normal, extension of deadline may be necessary.
	12.3	Dean or designate shall report on the distribution of ratings in Department or Unit	Report distributed once APE scores are finalized	Continue as normal, but may be delayed until all APE scores are finalized
	12.4, 12.4.1, 12.4.2	April 30 deadline for meeting and associated timelines for Dean's report and Member response.	April 30 for meeting + report/response timelines	Conduct meeting via Zoom or phone if possible, if not may require extension of timelines where necessary; to allow for an Association Rep, a live meeting may necessitate extending the timelines
Compensation and Benefits				Submission of APE/PAI for payroll processing needs to be considered - some APE scores may be delayed if Decanal meetings with Member are impacted (see above) - July 1 compensation adjustments are processed by payroll when data is available.
				Some Members may receive their Salary Communications form later than normal. They could also see a delay in their pay increases which normally take place on their July pay.