

LETTER OF UNDERSTANDING

CHANGES TO CLAUSE 9.5 OF ANNUAL PERFORMANCE EVALUATION.

The Parties agree that this Letter of Understanding forms part of the 2018-2022 Faculty Collective Agreement for the life of this Collective Agreement.

WHEREAS the Collective Agreement allows a Member on sick leave, Pregnancy, Parental or Adoption Leave, or approved Leave of Absence at the time of Annual Report submission to decline to submit an Annual Report and allowing the Annual Performance Evaluation Committee to provide the Member with the same assessment as in the year prior to the Leave;

AND WHEREAS the Association and the Administration agreed in the *Letter of Understanding – Changes to Annual Performance Evaluation Processes in 2020 – 21 due to COVID-19 Pandemic and the Declaration of Emergency under the Emergency Management and Civil Protection Act* that the Annual Performance Evaluation (APE) assessments will not take place during the 2020 – 2021 Academic year;

AND WHEREAS during the Annual Performance Evaluation (APE) assessment for the 2021 – 2022 Academic year there will not be an assessment from the year prior for the Annual Performance Evaluation Committee to provide Members who decline to submit an Annual Report as a result of being on a Leave;

The Parties agree to the following provisions:

- 1 During the Annual Performance Evaluation (APE) assessment for the 2021-2022 Academic year only, Clause 9.5 of the *Annual Performance Article* shall be revised as follows (underline denotes additional language):
- 9.5 Where a Member on sick leave, Pregnancy, Parental or Adoption Leave, or approved Leave of Absence at the time of Annual Report submission declines to submit an Annual Report pursuant to Clause 9.1, the Annual Performance Evaluation Committee shall provide the Member with the same assessment as the Member received in the 2019 – 2020 Academic Year or in the next most recent available year prior to the leave.

Signed this 31st day of January 2022