

LETTER OF UNDERSTANDING
between
TRENT UNIVERISTY
("the University")
and the
TRENT UNIVERSITY FACULTY ASSOCIATION
("the Association")
re Appendix E

The parties agree that the University's Policy on Discrimination and Harassment requires changes to achieve compliance with the Ontario Human Rights Code.

The parties agree to allow ninety (90) days for consultation and discussion of Version 5 of the Policy dated March 13th, 2009. This ninety (90) day period will begin from the date of the signing of the Collective Agreement.

Following this period, the parties agree to meet over a period of no more than thirty (30) days to negotiate revisions to the Version 5 of the Policy dated March 13th 2009. Should the parties reach agreement on a revised policy within the thirty (30) days, the parties agree to expeditiously take the policy to their respective principals for ratification.


Should the parties be unable to reach agreement within the thirty (30) days, the Association agrees that within 30 days of the end of this period of negotiation, it will proceed to a ratification vote on the version of the policy most recently tabled by the employer.

Should the ratification be successful, the new policy will replace the current Appendix E Policy on Discrimination and Harassment, in the Collective Agreement.

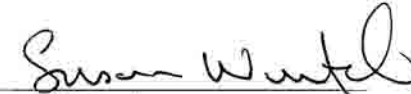
Should the ratification not be successful, the provisions of I.3.3 will apply.

The parties by mutual agreement may extend the timelines contained herein.

Dated this 15th day of October 2009



Stephanie Williams
Director of Human Resources



Susan Wurtele
President TUFA



