

MINUTES OF SETTLEMENT

BETWEEN:

TRENT UNIVERSITY

(the “University”)

- and -

TRENT UNIVERSITY FACULTY ASSOCIATION

(“TUFA”)

WHEREAS TUFA filed a s.96 application with the Ontario Labour Relations Board, Board File No. 0001-10-u;

AND WHEREAS the union filed a grievance #10-01, a policy grievance alleging that the University violated articles I.4, I.7.2 and III.4.2.3.2;

AND WHEREAS the parties have agreed to resolve the application and grievance as follows:

1. The parties agree to establish a sub-committee of the joint committee on the Administration of the Agreement. The membership of the sub-committee shall include:
 - Special Advisor to the Provost
 - AVP Human Resources
 - AVP Finance
 - 3 representatives from TUFA
2. The Subcommittee will be referred to as the Financial Information Sub-committee.

Between the date of this agreement and June 30, 2012, FISC will meet at the following times:

- In June, to discuss the Board approved budget and the implications for staffing, the bargaining agent or its members arising from the approved budget.
- In late September, to review current enrollment data and its implications for staffing, the bargaining agent or its members for either the in-year budget or the budget for the following year.
- In mid-December, to discuss finalized enrollment numbers and any implications for staffing, the bargaining agent or its members for the in-year budget or the budget for the following year.

- In late January, to meet to discuss any decisions taken or contemplated that may impact staffing, the bargaining agent or its members for the in-year budget or the budget for the following year.
 - In late March, to review the draft budget prior to it going to the Finance and Property Committee and any issues which may impact staffing, the bargaining agent or its members for the in-year budget or the budget for the following year.
3. The University shall call a meeting of FISC in the event that it receives information outside of the regular budget cycle that results in decisions taken or contemplated that may impact staffing, the bargaining agent or its members for the in-year budget or the budget for the following year.
 4. The FISC shall also meet at other times if jointly agreed by the parties.
 5. The members of the FISC will be provided with the relevant information necessary to facilitate informed discussion.
 6. The University reaffirms its commitment under article III.4.2.3.2 to encourage departments/programs in consolidating course stipendiary allocations into limited term appointments subject to the consent of the Provost.
 7. TUFA withdraws Grievance #10-01, a policy grievance alleging that the university violated articles I.4, I.7.2 and III.4.2.3.2.
 8. TUFA requests leave of the Ontario Labour Relations Board to withdraw its s-96 application, Board File No. 0001-10U.
 9. The University reaffirms that the academic units are best served by the employment of full-time faculty who are engaged in teaching, research and university service.
 10. This agreement is without prejudice to the parties' agreement under Appendix X of the collective agreement for the exploration and consideration of teaching focused appointments within the bargaining unit.

Dated August 12, 2010

FOR THE UNIVERSITY

J. MARK PARNIS

STEPHANIE WILLIAMS

FOR TUFA

SUSAN WURTELE