

MEMORANDUM OF AGREEMENT

- Between -

TRENT UNIVERSITY
(hereinafter referred to as "the University")

- And -

Trent University Faculty Association
(hereinafter referred to as "the Association")

Re: Allocation of Teaching Duties during COVID-19

WHEREAS the COVID-19 pandemic disrupted the normal processes by which faculty members' teaching assignments are made; and,

WHEREAS the University was not in a position to finalize and announce the decision to proceed with a multi-access model for the Fall semester prior to May 25th; and,

WHEREAS it is no longer possible to meet the newly bargained deadlines negotiated by the parties in the 2019-2022 Collective Agreement under Article VIII.3 (Allocation of Teaching and Departmental Duties – Faculty) and VIII.5 (Member Appeal of the Allocation of their Teaching Duties); and,

WHEREAS the procedures under VIII.3 and VIII.5 did not contemplate the current exigent conditions.

Now, THEREFORE, the parties agree to the following on a without prejudice or precedent basis for AY 2020/21:

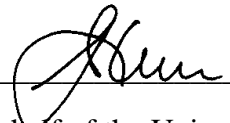
1. The consultative process between Deans and Chairs/Directors described at VIII.3.5 shall be considered to have been satisfied and to have been timely by virtue of the special consultative processes that were implemented to inform decanal planning for the multi-access model for Fall 2020. If the Dean departs from the final departmental recommendation, they shall advise the Department in writing of the reasons for doing so.
2. The lists of assigned teaching and service duties described at VIII.5.1 shall be made available to members in their respective departments no later than June 10, 2020.
3. Members shall have until June 24, 2020 to request reconsideration of their teaching and departmental responsibilities (on the basis of VIII.3) to their Department Chair.
4. The deadline for filing an appeal to the Dean under VIII.5.3 shall be July 8, 2020.

5. The parties recognize that, in addition to the possible resolutions listed at VIII.5.3, Deans may adjust research or service expectations for the 2020/21 AY in recognition of the extra time that members may require to accomplish their teaching assignments and any such adjustments shall not be prejudicial to either the substance or timing of members' career progression;

Signed in Peterborough on this 3rd Day of June, 2020.



(On Behalf of the Association)



(On Behalf of the University)

Appendix – Revised language from 2019-2022 CA

VIII.3.5 After receiving the Chair's recommendations for the allocation of teaching duties and departmental responsibilities, and after careful consideration of the factors outlined in VIII.3.6, the Dean will inform the department of staffing resources available normally no later than April 15. The department will be given the opportunity to reallocate teaching and departmental duties accordingly and submit a revised staffing plan to the Dean for approval by May 1st. The department Chair at the same time will share this plan with members of the department. Normally the Dean shall accept the recommendation of the Department. If the Dean has difficulty accepting any aspect of the Department recommendation, they may ask the Department to reconsider the matter and to provide whatever additional information it believes to be relevant. If the Dean departs from the departmental recommendation, they shall advise the Department in writing of the reasons for doing so.

VIII.5 Member Appeal of the Allocation of their Teaching Duties

VIII.5.1 To facilitate transparency, the Department Chair shall make available a list of teaching and service duties assigned for the current academic year. This list shall include each faculty member's graduate teaching and supervision, where known, on-load summer teaching, as well as the known (or projected) enrolments for each undergraduate course, and shall be made available to members of the Department normally no later than April 15.

VIII.5.2 Members shall have the right to request reconsideration of their teaching and departmental responsibilities on the basis of VIII.3 to their Department Chair during the two-week period immediately following the receipt of the revised staffing plan from the department chair and no later than May 15th.

VIII.5.3 Failing a satisfactory resolution with their Chair, the member may file an appeal with the Dean, copied to the Association, and should suggest a preferred resolution; possible resolutions include additional teaching support, committee reassignment, future considerations regarding scheduling of work assignments, banked course release, extra EYS, or overload stipends. This appeal to the Dean must be submitted in writing by June 1st. Failure to make such an appeal in this period negates any right the member has to have the assigned duties reconsidered. The Dean will review the member's assignment of duties and shall consult with the member, the Chair and such other individuals they consider relevant before making a decision as to the member's appeal. The Dean should consider equity and fairness in making their decision, and will communicate their decision to the member, copied to the Department Chair and to the Association, within ten (10) working days of receipt of the member's appeal.