

**LETTER OF AGREEMENT**  
**BETWEEN CONCORDIA UNIVERSITY ("UNIVERSITY")**  
**AND**  
**THE CONCORDIA UNIVERSITY PART-TIME FACULTY ASSOCIATION ("CUPFA")**  
**REGARDING REMUNERATION, GRADUATE STUDENTS,**  
**and SUMMER 2012 HIRING AND COURSE ASSIGNMENT DEADLINES**

WHEREAS the parties have signed the English version of the 2002-2012 CUPFA Collective Agreement on June 22, 2009 and its official French version on October 7, 2009 (hereinafter the Collective Agreement);

WHEREAS the parties, after signature of the Collective Agreement, have met on numerous occasions to discuss various topics related to the Collective Agreement;

WHEREFORE the parties have agreed as follows:

- I. The preamble forms an integral part of the present Letter of Agreement ("LOA");
2. Remuneration:
  - a. The remuneration of part-time contracts shall be governed according to the terms of the Collective Agreement, signed June 22, 2009 including the Letters of Agreement signed between the parties which form a part of said Agreement.
  - b. In order to settle grievance# 0110, the parties have come to the following arrangements with respect to specific courses in the Departments of Music, Theatre and Contemporary Dance, in the Faculty of Fine Arts:
 

The remuneration for Dance Technique I, II, and III, (DANC 205, DANC 305 and DANC 405, respectively) will be \$23,400 per six (6) credit course beginning with the Summer 2010 session through the expiry of the Collective Agreement. Members teaching these courses will receive 15 seniority credits for teaching the entire course (payment and seniority credits to be pro-rated in the case that a course is team-taught). Each of these courses will be counted as six (6) credits for the purposes of Article 10.18 and the allocation by the Part-time Hiring Committee.
  - c. In order to settle grievance #0210, the parties have come to the following arrangements with respect to specific courses in the Departments of Music, Theatre, and Contemporary Dance, in the Faculty of Fine Arts:
 

The total remuneration for Choir I, MPER 231A (cross-listed with Choir II MPER 332A and Choir III MPER 432A) will be set at \$14,040 per three (3) credits for Summer 2010 session through the expiry of the Collective Agreement. This three (3) credit course (Choir I, cross-listed with Choir II and Choir III) will be counted as six (6) credits for the purposes of Article 10.18 and the allocation by the Part-time Hiring Committee. The parties recognize that this course may be posted as a team-taught course.
  - d. The total remuneration for Chamber Ensemble, MPER 321 (cross-listed with Chamber Ensemble II MPER 322, Chamber Ensemble III MPER 421 and Chamber Ensemble IV MPER 422), will be set at \$14,040 per three (3) credits beginning with the Summer 2010 session through the expiry of the Collective Agreement. This three (3) credit course (Chamber Ensemble I, cross-listed with Chamber Ensemble II, III and IV) will be counted as six (6) credits towards a member's maximum credit load. The parties recognize that this course may be posted as a team-taught course.
3. The University will remit to the Association the sum of \$500, in consideration of which the Association will withdraw grievance #0410.

4. Adjuncts and Graduate Students:
- a. Part-time faculty members can register in an academic graduate program, take courses, apply to teach courses posted for part-time teaching and retain their seniority. However, any part-time faculty member who teaches a reserve course shall lose their seniority credits.
  - b. The residency period for a graduate student as defined in Schedule X begins upon the date they are first awarded a Reserve Course. In the event that a student is in transition between the Masters and Doctoral level, any Reserve Course assigned to be taught after entry into the PhD programme will count toward their maximum teaching as a Doctoral student.
5. Summer 2012 Hiring and Course Assignment Deadlines
- The deadlines related to the Summer 2012 session will be adjusted as follows:
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| Posting deadline (Article 10.08 c):                      | February 1 deadline to be changed to February 15 |
| Application deadline (Article 10.10 a):                  | February 15 deadline to be changed to March 2    |
| Recommendation deadline (Article 10.12 b):               | March 15 deadline to be changed to March 23      |
| Deadline to issue part-time contracts (Article 10.14 a): | April 1 deadline to be changed to April 4        |
| Deadline to sign part-time contracts (Article 10.14 b):  | April 15 deadline to be changed to April 18      |
6. The parties agree that this Letter of Agreement shall be drawn up in English. Les parties se sont entendues pour que la présente lettre d'entente contrat soit rédigée en anglais.

IN WITNESS HEREOF the authorised representatives of the parties have signed in Montreal, Province of Quebec this 15 day of June 2011 .

**Concordia University**

**CUPFA**

Dr. Rama Bhat  
Vice-Provost, Academic Relations

Professor Maria E. Peluso  
President

June 15, 2011

June 15, 2011