



LETTER OF AGREEMENT
(Hereinafter the "Agreement")

BETWEEN CONCORDIA UNIVERSITY
(Hereinafter the "Employer")

AND

THE CONCORDIA UNIVERSITY PART-TIME FACULTY ASSOCIATION
(Hereinafter "CUPFA")

**REGARDING THE LIST OF ARTS AND SCIENCE COURSES
PERTAINING TO EXTRA STUDENT CONTACT TIME**

- WHEREAS** CUPFA and the Employer (the Parties) are currently in negotiation for the Collective Agreement 2018-2021;
- WHEREAS** CUPFA and the University signed a Letter of Agreement (LOA) on July 4, 2017, regarding the three grievances, including Grievance 0810 which concerned extra student contact time contracts in the Faculty of Fine Arts and also specified certain courses outside the Faculty of Fine Arts which would have extra hours remunerated at the rate specified in Article 18.01 (c) of the CUPFA Collective Agreement;
- WHEREAS** The parties intention is to separate the discussion on extra student contact time, which was the subject of Grievance 0810 and one of the Grievances resolved in the LOA signed on July 4, 2017, from the other grievances which had been settled in aforementioned LOA;
- WHEREAS** the Parties wish to settle this issue in an amicable manner;

WHEREFORE the parties agree as follows:

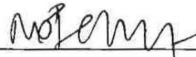
1. The above preamble forms an integral part of the present Letter of Agreement (LoA);
2. That the courses listed in the Appendix will continue to be remunerated using the established practice;
3. In consideration of the foregoing and subject thereto, the Association releases and forever discharges the Employer, its successors, insurers, employees, officers, directors, administrators and agents of any cause of action, grievance, complaint and/or claims for compensation and/or damages of any kind under the Collective Agreement or any law (including but not limited to, the Labour Code and the Charter of Human Rights and Freedoms), arising directly or indirectly from the events leading to the

Grievances and/or the settlement thereof, the whole, without prejudice, admission and without creating a precedent;

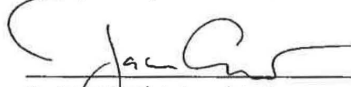
4. The LoA is incorporated into the Collective Agreement 2018-2021 and, as such, shall be deposited to the Minister of Labour accordance with Article 72 of the Quebec Labour Code and Section 24.05 of the Collective Agreement and amendments thereto;
5. This Agreement constitutes a transaction within the meaning of articles 2631 and following of the Quebec Civil Code and shall be and remain binding upon the Parties and shall be governed and construed in accordance with the laws of the Province of Quebec;
6. Les parties se sont entendues pour que la présente entente soit rédigée en anglais, mais la version française constitue la version officielle du document. The parties have agreed that the present LOA be drawn up in English, but the French version constitutes the official document.

IN WITNESS HEREOF the authorised representatives of the parties have signed in Montreal, Province of Quebec this 26TH day of March, 2019.

Employer



Dr. Nadia Hardy, Vice-Provost,
Faculty Development and Inclusion



Dr. Jason Camlot, Associate Dean
Faculty of Arts and Science

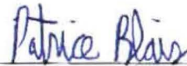


Ms. Sonia Coutu, Executive Director,
Employee and Labour Relations

CUPFA



Prof Robert Soroka,
President, CUPFA



Me Patrice Blais, Vice-President,
Collective Agreement and Grievance, CUPFA



Prof June Riley
Treasurer, CUPFA

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